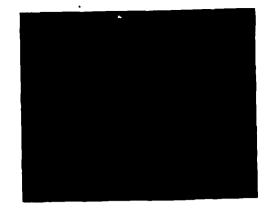
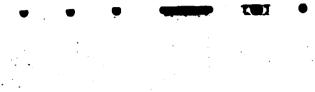
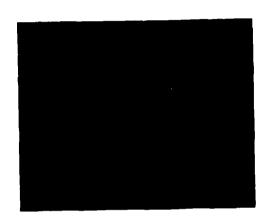


MICROCOPY RESOLUTION TEST CHART
NATIONAL BUREAU OF STANDARDS - 1963 - A



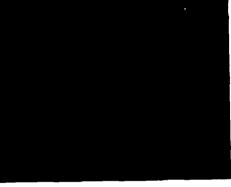


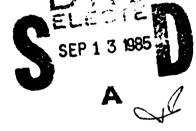














This document has be supproved for public release and result for public release and result for and results and res

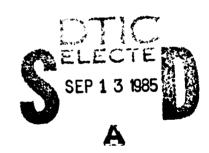
UNIVERSITY OF CHICAGO 005



FINAL REPORT to the ONR
FULL-INFORMATION ITEM FACTOR ANALSIS
R. Darrell Bock
University of Chicago
Robert Gibbons
University of Illinois
and
Eiji Muraki
National Opinion Research Center
MRC Report #85-1

August 1985

Methodology Research Center/NORC 6030 South Ellis Chicago, Illinois 60637



This research was jointly sponsored by the Navy Manpower R&D Program (contract NOO014-83-0283, NR 475-018) and by the Personnel and Training Research Programs (NOO014-83-C-0457, NR 150-520) of the Office of Naval Research.

Reproduction in whole or in part is permitted for any purpose of the United States Government. Approved for public release; distribution unlimited.

LIN'	CL AS	SIF	15	D	
SECURITY	CLASSIFI	CATION	CF	THIS	PAGE

AD-A159135

REPORT DOCUMENTATION PAGE								
1a. REPORT SECURITY CLASSIFICATION	1b. RESTRICTIVE MARKINGS NONE							
Unclassified								
2a. SECURITY CLASSIFICATION AUTHORITY	3 DISTRIBUTION/AVAILABILITY OF REPORT Approved for public release							
Unclassified	Approved I	or hapite is	TEASE					
2b. DECLASSIFICATION / DOWNGRADING SCHEDULE					-			
4. PERFORMING ORGANIZATION REPORT NUMBER(S)		5. MONITORING ORGANIZATION REPORT NUMBER(S)						
MRC REPORT #85-1								
	o. OFFICE SYMBOL	The state of MONTORNE ORGANIZATION						
6a. NAME OF PERFORMING ORGANIZATION  Economics Research Center/NORC	7a. NAME OF MONITORING ORGANIZATION Office of Naval Research (Code 442PT)							
ECOHOMICS Research Center/NORC								
6c. ADDRESS (City, State, and ZIP Code)		7b. ADDRESS (City. State, and ZIP Code)						
6030 South Ellis Avenue		7b. ADDRESS (City, State, and ZIP Code) 800 North Quincy Street						
Chicago, IL 60637		Arlington, VA 22217-5000						
			,					
8a. NAME OF FUNDING SPONSORING 8	9. PROCUREMENT	INSTRUMENT IDE	NTIFICATION NUM	MBER				
ORGANIZATION Office of Naval Research	(If applicable)	N00014-83-C-0283 N00014-83-C-0457						
8c. ADDRESS (City, State, and ZIP Code)		10 SOURCE OF F	UNDING NUMBERS					
800 North Quincy Street		PROGRAM	PROJECT	TASK	WORK UNIT			
Arlington, VA 22217-5000		ELEMENT NO.	NO.	-	ACCESSION NO			
		62763N	RF63521	RF6352]803	NR 475-018			
11. TITLE (Include Security Classification)								
Full-Information Item Factor Anal	ysis							
12. PERSONAL AUTHOR(S)	<del></del>							
R. Darrell Bock, Robert Gibbons,	and Eiji Murak	Ĺ						
13a. TYPE OF REPORT 13b. TIME COV		4. DATE OF REPO	RT (Year, Month, D	ay) 15. PAGE (	OUNT			
Final Report FROM	то	August, 1	1985					
16. SUPPLEMENTARY NOTATION					-			
•								
17. COSATI CODES	18. SUBJECT TERMS (C	ontinue on reverse	if necessary and	identify by block	number)			
FIELD GROUP SUB-GROUP				24 J 57 5.50cm				
19. ABSTRACT (Continue on reverse if necessary and A method of item factor analysis	hased on Thurs	umber)	ole factor mo	odel and imp	lemented by			
marginal maximum likelihood estim	nation and the	EM algorithm	is described	i. Statisti	cal signi-			
marginal maximum likelihood estimation and the EM algorithm is described. Statistical significance of successive factors added to the model is tested by the likelihood ration criterion.								
Provisions for effects of guessing	e on multiple	choice items	, and for om:	itted and no	t reached			
Provisions for effects of guessing on multiple choice items, and for omitted and not reached items, are included. Bayes constraints on the factor loadings are found to be necessary to								
. suppress Heywood cases. Numerous	s applications	to simulated	and real da	ta are prese	ented to			
substantiate the accuracy and practical utility of the method. Analysis of the power tests of								
the Armed Services Vocational Battery shows statistically significant departures from								
unidimensionality in five of eight tests.								
n P								
20. DISTRIBUTION / AVAILABILITY OF ABSTRACT	21 ABSTRACT SECURITY CLASS FICATION							
► MUNCLASSIFIED/UNLIMITED - SAME AS RP	Unclassi			· · · · · · · · · · · · · · · · · · ·				
22a NAME OF RESPONSIBLE NOIVIOUAL	(312) 962-1	Include Area Code	22c. OFFICE SY	<b>VI3OL</b>				
R. Darrell Bock	(312) 302-1	200	1	·				

DD.FORM 1473, 84 MAR 33 APR edition may be used until exhausted.

SECURITY CLASSIFICATION OF THIS PAGE

All other editions are obsolete.

#### ERRATA TO NORC MRC REPORT #85-1

Bock, R. Darrell, Gibbons, Robert, Muraki, Eiji

## Full-Information Item Factor Analysis

Lines were lost in the first paragraph on Page 23. The second sentence should read:

"The effect of this attenuation is to increase the rank of the correlation matrix, and thus to introduce spurious factors in much the same way as variation in item difficulty introduces such factors in the analysis of item phi-coefficients."

Also correct the last phrase in the last sentence in paragraph 2 on Page 31 to read:

"suggest the desirability of scoring separately the physicial science and biological science content of the General Science test."

## TABLE OF CONTENTS

REPORT DOCUMENTATION PAGE	•
ABSTRACT	2
<ol> <li>Derivation and statistical methods</li></ol>	5 6 11
2. Implementation of the Full-Information Factor Analysis	12 13 16 18 19 20
3.1 A one-factor test	21 21 24
4. Applications	25 26 27 28 35
5. Discussion and conclusion	36
REFERENCES	38
TABLES	40
FIGURES	54
ONR DISTRIBUTION LIST	

[Abstract] (Albide

A method of item factor analysis based on Thurstone's multiple factor model and implemented by marginal maximum likelihood estimation and the EM algorithm is described. Statistical significance of successive factors added to the model is tested by the likelihood ratio criterion. Provisions for effects of guessing on multiple choice items, and for omitted and not reached items, are included. Bayes constraints on the factor loadings are found to be necessary to suppress Heywood cases. Numerous applications to simulated and real data are presented to substantiate the accuracy and practical utility of the method. Analysis of the power tests of the Armed Services Vocational Battery shows statistically significant departures from unidimensionality in five of the eight tests.

2

Strictly speaking, any test reported in a single score should consist of items drawn from a one-dimensional universe. Only then is it a matter of indifference which items are presented to the examinee. This interchangeability of items is especially important in adaptive testing, where different examinees confront different items.

Of the various methods that have been proposed for investigating the dimensionality of item sets, the most sensitive and informative is item factor analysis. It alone is capable of analyzing relatively large numbers of items jointly and symmetrically, and of assigning items to particular dimensions when multiple factors are found. It can also reveal common patterns of item content and format that may have interesting cognitive interpretation.

Past methods of item factor analysis have, however, not been entirely satisfactory technically. Although conventional multiple factor analysis of the matrix of phi coefficients is straightforward computationally, it is well known to introduce spurious factors when the item difficulties are not uniform. This problem is alleviated by using tetrachoric correlations in place of phi coefficients, but this strategy also encounters difficulties. The matrix of sample tetrachoric correlation coefficients is almost never positive definite, so the common factor model does not strictly apply. Although present methods of calculating the tetrachoric coefficients are fast and generally

accurate (Divgi, 1979), they become unstable as the values approach +1 or -1. When an observed frequency in the four-fold table for a pair of items is zero, the absolute value of an element in the item correlation matrix becomes 1, thus producing a Heywood case. These problems are exacerbated when the coefficients are corrected for guessing (Carroll, 1945).

The limitations of the item factor analysis based on tetrachoric correlation coefficients have been overcome to a considerable extent by the generalized least squares (GLS) method (Cristoffersson, 1975; Muthen, 1978). Because this method allows for the large sample variance of the estimated coefficients, instabilities at the extremes are less of a problem. The GLS method requires, however, the generating and inverting of the asymptotic covariance matrix of the estimated tetrachoric coefficients; it thus becomes extremely heavy computationally as the number of items increases. At present, its practical upper limit is about 20 items (Muthen, 1984).

It is of some interest, therefore, that Bock and Aitkin (1981) introduced a method of item factor analysis, based directly on item response theory, that is not strongly limited by the number of items. Although the computations in their method increase exponentially with the number of factors, they increase only linearly with the number of items. The practical limit of the number of factors is five, which is sufficient for most item analysis applications, while as many as 60 items is not excessive.

Because the Bock-Aitkin approach uses as data all distinct item response vectors, it is called "full-information" item

factor analysis (Bartholomew, 1980), as opposed to the limited information methods of Cristoffersson and Muthen based on low-order joint occurrence frequencies of the item scores. The purpose of the present paper is to present in more detail the derivation of the full-information factor analysis, discuss technical problems of its implementation, and describe our experience with the method in a number of simulated and real data sets.

## 1 Derivation and statistical methods

Bock and Aitkin (1981) apply Thurstone's multiple factor model to item response data by assuming that the m-factor model,

$$y_{ij} = \alpha_j \theta_{1i} + \alpha_{j2} \theta_{2i} + \dots + \alpha_{jm} \theta_{mi} + \nu_i , \qquad (1)$$

describes not a manifest variable j, but an unobservable "response process" that yields a correct response of person i to item j when  $y_{ij}$  equals or exceeds a threshold,  $\gamma_j$ . On the assumption that  $v_i$  is an unobservable random variable distributed  $N(0,\sigma^2_j)$ , the probability of an item score,  $x_{ij} = 1$ , indicating a correct response from person i with abilities  $\theta_{-i} = [\theta_{1i}, \theta_{2i}, \dots, \theta_{mi}]$ , is

$$P(\mathbf{x}_{ij} = 1 | \underline{\theta}_{i}) = \frac{1}{\sqrt{(2\pi)\sigma}} \int_{\gamma_{j}}^{\infty} \exp\left[-\frac{1}{2} \left(\frac{y_{ij} - \Sigma \alpha_{jk} \theta_{ki}}{\sigma_{j}}\right)\right] dy_{ij}$$

$$= \Phi[(\gamma_{j} - \Sigma \alpha_{jk} \theta_{ki})/\sigma_{j}]$$

$$= \Phi_{j}(\underline{\theta}_{i})$$
(2)

Similarly, the conditional probability of the item score  $\mathbf{x_i} = 0$ , indicating an incorrect response, is the complement,  $1 - \Phi_{\mathbf{j}}(\underline{\theta})$ . In other words, the conditional response probability is given by a normal ogive model. Note that (1) is a "compensatory" model: greater ability in one dimension makes up for lesser ability in some other dimension. Nothing prevents, however, the methods discussed here from being applied to an "interactive" model such as

$$y_{ij} = \alpha_{j1}\theta_{1i} + \alpha_{j2}\theta_{2i} + \alpha_{j12}\theta_{1i}\theta_{2i} + \dots + \alpha_{jmp}\theta_{mi}\theta_{pi} + \omega_{i}$$
(3)

## 1.1 Estimation of the item thresholds and factor loadings

Like maximum likelihood factor analysis for measured variables (Jöreskog, 1967), the Bock-Aitkin method of estimating parameters of an item-response model assumes that the data have been obtained from a sample of persons drawn from a population with some multivariate distribution of ability. Provisionally, we will assume that the distribution is  $\underline{\theta} \sim N(\underline{0}, I)$ , but this assumption can be relaxed to allow for correlated factors and non-normal distributions. We also adopt the convention of factor analysis that y is distributed with mean zero and variance one, so that

$$\sigma_{j}^{2} = 1 - \sum_{k=1}^{m} \alpha_{jk}^{2}$$
(4)

On these assumptions, the marginal probability of the binary response pattern is given by the multiple integral,

$$\widetilde{P}_{\boldsymbol{q}} = P(\underline{x} = \underline{x}_{\boldsymbol{q}})$$

$$= \int_{-\infty}^{\infty} \dots \int_{-\infty}^{\infty} \int_{-\infty}^{\infty} \prod_{j=1}^{n} [\Phi_{j}(\underline{\theta})]^{x} [1 - \Phi_{j}(\underline{\theta})]^{1-x} g(\underline{\theta}) d\underline{\theta}$$

$$= \int L_{\boldsymbol{q}}(\underline{\theta}) g(\underline{\theta}) d\underline{\theta}$$

Numerical approximations of these integrals may be obtained by the m-fold Gauss-Hermite quadrature,

$$\widetilde{P}_{\mathbf{Q}} = \sum_{\mathbf{q}_{m}=1}^{Q} \dots \sum_{\mathbf{q}_{m}=2}^{Q} \sum_{\mathbf{q}_{1}=1}^{Q} L_{\mathbf{Q}}(\underline{X}_{\mathbf{k}}) A(X_{\mathbf{q}_{1}}) A(X_{\mathbf{q}_{2}}) \dots A(X_{\mathbf{q}_{m}})$$
(6)

where  $\underline{X}_k$  is a quadrature point in m dimensional space and the corresponding weight is the product of weights for quadrature in the separate dimensions as shown. Equation (6) applies, of course, only to uncorrelated factors. It is an example of a so-called "product formula" for numerical integration and has the disadvantage that the number of terms in the sum is an exponential function of the number of dimensions. Fortunately, the number of points in each dimension can be reduced as the dimensionality is increased without imparing the accuracy of the approximations. Thus, factor analysis with five factors can be performed with good accuracy with few as three points per dimension. In that case,  $3^5 = 243$  quadrature points are required, and the solution is accessible with a fast computer.

Given the frequencies,  $r_{ij}$  of the response patterns,  $x_{ij}$  for n items and a sample of N persons, the number of distinct pattern is  $s \leq \max(2^n, N)$ , and the probability of the sample is

$$L_{M} = P(X) = \frac{N!}{r_{1}!r_{2}!...r_{s}!} \tilde{p}_{1}^{r_{1}} \tilde{p}_{2}^{r_{2}}... \tilde{p}_{s}^{r_{s}}$$
 (7)

Then the maximum likelihood estimates of the threshold and factor loadings are those values that maximize (7). To simplify the expression of the likelihood equations, it is convenient to write

$$\frac{\gamma_{j} - \sum_{k=1}^{m} \alpha_{jk} \theta_{ki}}{\sigma_{j}} = c_{j} - \sum_{k=1}^{m} a_{jk} \theta_{ki}$$
(8)

that is, to express the model in terms of the intercept and slopes of the response function. From MML estimates of the latter, MML estimates of the former may be obtained by

$$\hat{\mathbf{r}}_{j} = -\hat{\mathbf{c}}_{j}/\hat{\mathbf{d}}_{j} \tag{9}$$

and

$$\hat{\alpha}_{jk} = \hat{a}_{jk}/\hat{d}_{j} \tag{10}$$

where

$$\hat{d}_{j} = (1 + \sum_{k=1}^{m} \hat{a}_{jk}^{2})^{\frac{1}{2}}$$
(11)

Three analyses were performed: 1) no guessing assumed in the data or in the analysis; 2) guessing in the data but no guessing assumed in the analysis; 3) guessing assumed in the data and in the analysis. In all of these analyses, the item intercepts and factor loadings were estimated from the data by an EM marginal maximum likelihood solution in which the iterations began from the principal factors of the sample tetrachoric correlation matrix (with communality iteration). Item guessing paramaters, on the other hand, were set at their assumed values and not estimated.

It is instructive to examine the effects of guessing and the effect of correction for guessing on the item facilities and the item tetrachoric correlations. These relationships are shown graphically in Figures 3-1 and 3-2. Figure 3-1 confirms the well-known effect of guessing on item facilities. Deviation of the observed facilities from their theoretical values as a function of the true item intercepts from their theoretical values is due entirely to sampling.

Figure 3-2 shows the average tetrachoric correlations for sets of three successive items ordered by facility. When guessing is not assumed or corrected for, the average coefficients are near their theoretical value of .5 at all levels of facility. When guessing is present, but uncorrected, the

Some idea of the overall speed of the present implementation is given by the IBM 3081 cpu time for the test of general science discussed in section 4.3. The total go-step cpu time for a three factor solution with 25 items, 1,178 subjects,  $3^3 = 27$  quadrature points, 35 EM cycles, a maximum of five M-step iterations, and numbers of omits as shown in Table 4-3, was 11 minutes and 43 seconds.

#### 3 Simulation Studies

As a check on both the derivation and the computer implementation, we performed the following analyses of simulated data.

#### 3.1 A one-factor test

This simulation demonstrates the capacity of marginal maximum likelihood factor analysis to identify unidimensional item sets in the presence of guessing. To verify that the analysis has no tendency to produce difficulty factors, the item facilities were chosen to span a range larger than is typical of most tests of ability. This was done by setting the item intercepts and equally spaced points between -2.0 and +2.0. All item slopes were set at 1.0, corresponding to a factor loading of .707, and all guessing parameters (lower asymptotes) were set at 0.25. Responses with and without guessing were simulated for 1000 subjects drawn randomly from a normal (0,1) distribution of ability.

is bounded between 0 and 1, the beta prior

$$f(\sigma_j^2) = B(p,q)^{-1} (\sigma_j^2)^{p-1} (1 - u_j^2)^{q-1}$$
(25)

with q=1 be used to hold  $\sigma_j^2$  away from zero without restricting its approach to 1. When m=2, for example, MAP estimation with this prior adds the penalty function,

$$-\frac{2(p-1)}{d_j^2}\begin{bmatrix}a_{j1}\\a_{j2}\end{bmatrix},$$

where

$$d_{j}^{2} = 1 + a_{j1}^{2} + a_{j2}^{2}$$
,

to the likelihood equations, and adds the ridge,

$$\frac{2(p-1)}{d_{j}^{4}} \begin{bmatrix} d_{j}^{2} - 2a_{j1}^{2} & -2a_{j1}a_{j2} \\ -2a_{j1}a_{j2} & d_{j}^{2} - 2a_{j1}^{2} \end{bmatrix},$$

to the information matrix of the M-step maximum likelihood estimator. Muraki (1984) finds that this approach performs well in full-information item factor analysis.

## 2.5 Computing times

Computing times depend upon the number of factors, items, subjects, quadrature points, EM cycles, M-step iterations, and the proportion of omitted or not presented items. The preliminary steps of data input and computing starting values are not very time consuming relative to the full-information solution. Most of the time in the latter is accounted for by the evaluation of likelihoods in the E-step; the M-step times are relatively small.

To be analyzed by the MINRES method (Harman, 1976), the tetrachoric matrix must be positive definite. The corrected matrix obtained through the centroid method, on the other hand, may have zero and negative roots. Therefore, a preliminary "smoothing" of the tetrachoric correlation coefficient matrix is needed before the principal factor analysis is carried out. The smoothed tetrachoric correlation matrix is produced from the eigenvectors associated with the positive roots, after renorming the sum of the roots to equal the number of items. The reproduced positive definite tetrachoric correlation matrix is then analyzed by the MINRES method to obtain good starting values for the full-information factor analysis.

#### 2.4 Constraints on Item Parameter Estimates

An undesirable feature of maximum likelihood factor analysis is its tendency to produce Heywood cases, i.e., boundary solutions in which the uniqueness is zero for one or more variables. These cases also occur in full-information item factor analysis, the symptom being one or more continually increasing item slopes as the EM cycles continue.

One way of handling this problem is to assume a restricted prior distribution on some of the item parameters and to employ maximum a posteriori (MAP) estimation to maximize the posterior probability density of the parameters rather than the likelihood. Martin and McDonald (1973) assume an exponential distribution for the uniqueness and Lee (1981) employs an inverted gamma prior for this purpose. Mislevy (1984) suggests that, since the uniqueness

Marginal frequencies are computed by

and

$$n'.0 = n.0 + q_j n.x$$
 (24)  
Therefore,

$$n'_1$$
. +  $n'_0$ . =  $n'_{.1}$  +  $n'_{.0}$  =  $n$ .. , because

$$p_{i} + q_{i} = p_{j} + q_{j} = 1$$
.

## 2.3 Preliminary Smoothing of the Tetrachoric Correlation Matrix

Although the correction for omits makes the calculation of most of the tetrachoric correlations possible, there are still occasional instances in large matrices where a value close to 0 appears in the minor diagonal of the tables of a few item pairwise joint frequencies. Since no admissible coefficient can be computed from such a table, some method of imputing a value is required. A reasonable approach is to assume that the matrix of tetrachoric correlations is dominated by a single factor. In that case, Thurstone's centroid formula applied to the valid correlations can be used to estimate the item factor loadings from which the missing coefficients can be calculated. Because the full-information analysis uses the tetrachoric correlations only for starting values, no bias of the solution results from these imputations.

Let us denote  $n_{ij}$  as the observed frequency in the 3 x 3 table whose categories are pass, fail, and omit. Thus, the observed frequency table may be expresserd as in Table 2-3.

INSERT TABLE 2-3 HERE

If the proportions of correct and incorrect responses based on non-omitted responses are denoted by p's and q's respectively, they are computed by

$$p_i = (n_{11} + n_{10})/N..$$
  
 $q_i = (n_{01} + n_{00})/N..$ 

 $p_j = (n_{11} + n_{01})/N..$ 

and

$$q_j = (n_{10} + n_{00})/N..$$
 (22)

where

and

$$N.. = n_{11} + n_{10} + n_{01} + n_{00}$$

If we can assume that omitted responses can be reallocated to correct and incorrect responses proportional to p's and q's, the following corrected frequencies  $n'_{ij}$  are obtained:

$$n'_{11} = n_{11} + p_{j}n_{1x} + p_{i}n_{x1} + p_{i}p_{j}n_{xx}$$

$$n'_{10} = n_{10} + q_{j}n_{1x} + p_{i}n_{x0} + p_{i}q_{j}n_{xx}$$

$$n'_{01} = n_{01} + p_{j}n_{0x} + q_{i}n_{x1} + q_{i}p_{j}n_{xx}$$

$$n'_{00} = n_{00} + q_{j}n_{0x} + q_{i}n_{x0} + q_{i}q_{j}n_{xx}$$
(23)

The provisonal intercept estimate, c  $_{j}$  , is computed from  $\sigma_{j}$  and standard difficulty, §  $_{i}$  , by

$$c_{j} = \delta_{j}/\sigma_{j} , \qquad (20)$$

since

$$\sigma_{j} = d_{j}^{-1}$$

The standard difficulty  $\xi_j$  is the inverse normal transform of facility  $\xi_j$ , which is measured by the proportion of individuals passing item j. The corrected facility  $\xi_j$  for guessng is computed by

$$\xi'_{j} = 1 - (1 - \xi_{j})/(1 - g_{j})$$
 (21)

# 2.2 Correction for Omitted Responses

A disadvantage with Carroll's formula for correcting the tetrachoric is that it fairly often produces a zero or negative values in an off-diagonal element of the four-fold table. If all omitted responses are recoded as incorrect responses, the observed proportions,  $\pi_{10}$ ,  $\pi_{01}$ , and  $\pi_{00}$ , tend to be inflated. Since the positive  $\leftarrow$  rrected proportions are obtained only if  $\pi_{00}/\pi_{0.} \le w_{j}$  and  $\pi_{00}/\pi_{0.0} \le w_{j}$ , negative corrected proportions are the likely result. This problem is almost always encountered because omitted responses are frequently found in cognitive testing. A possible solution for this problem is to allocate omitted responses to the categories of correct and incorrect responses as shown below. This correction for omits must be made before the correction for guessing.

The guessing parameter is the probability of observing a correct response when, given the true state of mastery for the item, the response should be failure. Thus, the observed proportion of passing is the sum of the proportion of the true state of mastery and the joint proportions of the corresponding guessing and the true failure state. Therefore, we obtain

$$\pi_{1.} = \pi'_{1.} + g_{i}\pi'_{0.}$$

$$\pi_{.1} = \pi'_{.1} + g_{j}\pi'_{.0}$$

$$\pi_{11} = \pi'_{11} + g_{i}\pi'_{01} + g_{j}\pi'_{10} + g_{i}g_{j}\pi'_{00}$$
and
$$\pi'_{11} + \pi'_{01} + \pi'_{10} + \pi'_{00} = 1$$
(17)

From Equations (17), we solve the corrected proportions  $\pi$ 's in terms of the observed proportion  $\pi$  and guessing parameters g's as follows:

$$m'_{00} = m_{00}/w_i w_j$$
 $m'_{01} = (w_j m_{01} - g_j m_{00})/w_i w_j$ 
 $m'_{10} = (w_i m_{10} - g_i m_{00})/w_i w_j$ 

and

$$\pi'_{11} = 1 - \pi_{00} - \pi_{01} - \pi_{10} \tag{18}$$

where  $w_i = 1 - g_i$  and  $w_j = 1 - g_j$ .

To convert the item statistics for chance success, we proceed as follows. The conversion of the kth factor loading  $\alpha_{\mbox{ j}k}$  to the provisional slope estimate  $a_{\mbox{ j}k}$  is

$$a_{jk} = \alpha_{jk}/\sigma_{j} , \qquad (19)$$

where

$$\sigma_j^2 = 1 - \Sigma \alpha_{jk}^2.$$

In the full-information analysis, a similar solution results from substituting for the normal ogive response function, the guessing model,

$$\Phi_{j}^{*}(\underline{\theta}) = g_{j} + (1-g_{j})\Phi_{j}(\underline{\theta}) , \qquad (16)$$

where  $g_j$  is the lower asymptote of  $\phi_j^*(\underline{\theta})$ . The lower asymptotes for the items may be estimated by marginal maximum likelihood along with the intercept and slope parameters, possibly with a prior distribution assumed for  $g_j$  in the M-step.

If the item response model with guessing parameter is used for the full-information factor analysis, the tetrachoric correlation matrix must be corrected for guessing prior to the principal factor analysis in order to produce good starting parameter values. To express Carroll's correction method in terms of the proportions in the 2 x 2 table, let us denote by  $\mathbf{g}_i$  and  $\mathbf{g}_j$  the probability of chance success on items i and j, respectively. Denote by  $\mathbf{\pi}_{ij}$  the observed proportions in the original 2 x 2 table, which are affected by chance success, and by  $\mathbf{\pi}'_{ij}$  the proportions in the corrected 2 x 2 table, which exclude chance success. Thus, the original and corrected contingency tables may be expressed as in Tables 2-1 and 2-2, respectively.

the computation. For the same reason, it is important that the solution begin from accurate starting values. A good strategy to obtain starting values is to perform a principal factor analysis, with communality iteration, on the matrix of tetrachoric correlations for the items in question. The tetrachoric correlation matrix is corrected for guessing, and for missing values, and is conditioned to be positive definite so that the principal factor analysis can produce good starting values for the full-information factor analysis.

<u> The transfer of the transfer</u>

Since the factors of the principal factor analysis are orthogonal, their loadings are suitable for the full-information solution after conversion to item intercepts and slopes. Item intercept and slope estimates based on the full-information method are then converted again into factor loadings. The resulting full-information factor pattern can be rotated orthogonally to the varimax criterion (Kaiser, 1958). With the varimax solution as target, the pattern can be rotated obliquely by the promax method (Hendrickson and White, 1964). The promax pattern is especially useful for identifying two-dimensional subsets of items into which a larger set that may be partitioned in order to measure more than one dimension.

## 2.1 Correction for Guessing

Carroll (1945, 1983) has warned against artifacts introduced into item factor analysis by guessing on multiple choice items.

To suppress these effects, he proposes corrections to the fourfold tables from which the tetrachoric correlations are computed.

of the model relative to the general multinomial alternative is

$$G^{2} = 2 \Sigma r_{\underline{g}} \ln(r_{\underline{g}}/NP_{\underline{g}}) , \qquad (15)$$

where  $\tilde{P}_{\ell}$  is computed from the maximum likelihood estimates of the item parameters. The degrees of freedom are

$$2^{n} - n(m+1) + m(m-1)/2$$

In this case, the goodness of fit test can be carried out after performing repeated full-information analyses, adding one factor at a time. When  $\mathbf{G}^2$  falls to insignificance, no further factors are required.

When the number of patterns is larger than the sample size, however, some of the expected frequencies may be near zero. In this case, (15), or other approximations to the likelihood ratio statistic for goodness-of-fit, becomes inaccurate and cannot be relied on. Haberman (1977) has shown, however, that the difference in these statistics for alternative models is distributed in large samples as chi-square, with degrees of freedom equal to the difference of respective degrees of freedom, even when the frequency table is sparse. Thus, the contribution of the last factor added to the model is significant if the corresponding change of chi-square is statistically significant. We investigate properties of the change chi-square statistic empirically in sections 3 and 4.

2 Implementation of the Full-Information Factor Analysis

Typically, EM solutions converge so slowly that devices such
as Ramsay's (1975) acceleration method must be used to speed up

algorithm for marginal maximum likelihood estimation as given by Dempster, Laird, and Rubin (1977). Equations (13) and (14) comprises the E-step, in which expectations of "complete data" statistics are computed conditional on the "incomplete data." Equation (12) is the M-step, in which conventional maximum likelihood estimation is carried out using the expectations in place of complete data statistics. Because the expectations depend upon the parameters to be estimated, however, the calculations must be carried out iteratively. Given starting values for the parameters, a Q m table of expected frequencies,  $r_{j,q_1q_2...q_m}$ , of numbers of correct responses at each point,  $\underline{X}_{b}$ , is built up for each item by distributing corresponding item score weighted by the posterior probability of the response pattern,  $\underline{x}_0$ , occurring at point  $\underline{x}_{\nu}$ . Similarly,  $\overline{N}_{q_1 q_2 \dots q_m}$  is obtained as the sum of the weights for each point. From these statistics, improved estimates of the item parameters are obtained in the M-step by applying the appropriate maximum likelihood solution to the table corresponding to the item in question. In the present case, any standard procedure for multiple probit analysis will suffice for the M-step. But the procedure is general for any item response model; if a logistic response model were assumed, a multiple logit analysis would appear in the M-step.

#### 1.2 Testing the number of factors

If the sample size is sufficiently large that all  $2^n$  possible response patterns have expected values greater than one or two, the chi-square approximation for the likelihood ratio test of fit

where

$$\bar{\mathbf{r}}_{j} = \sum_{\boldsymbol{\ell}=1}^{s} \frac{\mathbf{r}_{\boldsymbol{\ell}} \mathbf{x}_{\boldsymbol{\ell}} \mathbf{j}^{\mathbf{L}} \mathbf{\ell}^{(\underline{\boldsymbol{\theta}})}}{\tilde{\mathbf{p}}_{\boldsymbol{\ell}}}$$
(13)

and

$$\overline{N} = \sum_{\underline{q}=1}^{S} \frac{r_{\underline{q}} L_{\underline{q}} (\underline{\theta})}{\widetilde{P}_{\underline{q}}} . \qquad (14)$$

The multiple integral in this equation may be evaluated numerically by repeated Gauss-Hermite quadrature as follows:

$$\sum_{\mathbf{q}_{\mathbf{m}}}^{\mathbf{Q}} \cdot \sum_{\mathbf{q}_{\mathbf{2}}}^{\mathbf{Q}} \sum_{\mathbf{q}_{\mathbf{1}}}^{\mathbf{\bar{r}}_{\mathbf{j},\mathbf{q}_{\mathbf{1}}\mathbf{q}_{\mathbf{2}}\cdots\mathbf{q}_{\mathbf{m}}}^{\mathbf{-\bar{N}}_{\mathbf{q}_{\mathbf{1}}\mathbf{q}_{\mathbf{2}}\cdots\mathbf{q}_{\mathbf{m}}}^{\mathbf{+\bar{j}}(\underline{\mathbf{X}})}} \cdot \frac{\partial +_{\mathbf{j}}(\underline{\mathbf{X}})}{\partial \nu_{\mathbf{j}}} \cdot \frac{\partial +_{\mathbf{j}}(\underline{\mathbf{X}})}{\partial \nu_{\mathbf{j}}} \cdot \frac{\partial +_{\mathbf{j}}(\underline{\mathbf{X}})}{\partial \nu_{\mathbf{j}}} \cdot \cdots \cdot \mathbf{A}(\mathbf{X}_{\mathbf{q}_{\mathbf{m}}})$$

The pseudo-frequency  $\bar{r}_{j,q_1q_2\cdots q_m}$  is an entry in a  $Q^m$  dimensional array in which each cell corresponds to an m-tuple of quadrature points for a given item. The entries in this table are the numbers of examinees with abilities equal to the vector  $\underline{X}_{\underline{Q}}$  who are expected to respond correctly to the item, given the sample data.

The quantity  $\overline{N}_{q_1q_2\cdots q_m}$  is the margin of this array summed over items; it is the expected number of persons with ability  $\underline{X}_{g}$  and is normalized to the sample size.

These equations correspond to the steps in the so-called "EM"

Notice that the item threshold in this model is not an invariant statistic: it depends upon the distribution of ability in the sample. In addition, it is on the response process dimension and not on an ability dimension. The invariant location parameter of the one dimensional model does not exist in the multidimensional case; the value of one ability that corresponds to a given probability of correct response is a linear function of the other abilities.

The likelihood equation for a general item parameter,  $\nu_{j}$ , is:

$$\frac{\partial \log L_{M}}{\partial \nu_{j}} = \sum_{A=1}^{S} \frac{r_{A}}{\tilde{P}_{A}} \cdot \frac{\partial \tilde{P}_{A}}{\partial \nu_{j}}$$

$$=\sum_{\mathbf{A}}^{\mathbf{S}} \frac{\mathbf{r}_{\mathbf{A}}}{\widetilde{\mathbf{r}}_{\mathbf{A}}} \int_{-\infty}^{\infty} \int_{-\infty}^{\infty} \frac{\mathbf{L}_{\mathbf{A}}(\underline{\theta})}{\left[+_{\mathbf{j}}(\underline{\theta})\right]^{\mathbf{X}_{\mathbf{A}}\mathbf{j}} \left[1-+_{\mathbf{j}}(\underline{\theta})\right]^{1-\mathbf{X}_{\mathbf{A}}\mathbf{j}}} \cdot \frac{\partial \left\{\left[+_{\mathbf{j}}(\underline{\theta})\right]^{\mathbf{X}_{\mathbf{A}}\mathbf{j}} \left[1-+_{\mathbf{j}}(\underline{\theta})\right]^{1-\mathbf{X}_{\mathbf{A}}\mathbf{j}}\right\}}{\partial \nu_{\mathbf{j}}} g(\underline{\theta}) d$$

$$=\sum_{\mathbf{p}}^{\mathbf{s}} \frac{\mathbf{r}_{\mathbf{p}}}{\widetilde{\mathbf{p}}_{\mathbf{p}}} \int_{-\infty}^{\infty} \cdot \int_{-\infty}^{\infty} \int_{-\infty}^{\infty} \left( \frac{\mathbf{x}_{\mathbf{p},j} - \Phi_{j}(\underline{\theta})}{\Phi_{j}(\underline{\theta})[1 - \Phi_{j}(\underline{\theta})]} \right) L_{\mathbf{p}}(\underline{\theta}) \frac{\partial \Phi_{j}(\underline{\theta})}{\partial \nu_{j}} g(\underline{\theta}) d\underline{\theta}$$

$$= \int_{-\infty}^{\infty} \cdot \int_{-\infty}^{\infty} \int_{-\infty}^{\infty} \frac{\bar{r}_{j} - \bar{N} \Phi_{j}(\underline{\theta})}{\Phi_{j}(\underline{\theta}) [1 - \Phi_{j}(\underline{\theta})]} \cdot \frac{\partial \Phi_{j}(\underline{\theta})}{\partial \nu_{j}} g(\underline{\theta}) d\underline{\theta} , \qquad (12)$$

average tetrachoric coefficients are attenuated, and the effect becomes greater as the items become harder. At the highest levels of difficulty, most of the correct responses are due to chance successes and the tetrachoric correlation is essentially zero. The effect of this attenuation is to increase the rank of the correlation matrix, and thus to introduce spurious factors in the analysis of item phi coefficients. Table 3-1 shows the distinctive pattern of loadings on the spurious second factor that results when guessing effects are ignored in the analysis: items on either extreme of the difficulty continuum tend to have opposite signs.

When the guessing model is assumed, both in calculating the tetrachoric correlations and in the response function for the marginal maximum likelihood factor analysis, the deleterious effects of guessing are largely eliminated. As shown in Table 3-2, the likelihood ratio test for the addition of a second factor, which is significant when the no-guessing model was applied to guessing data in Analysis 2, falls to insignificance when guessing is assumed in Analysis 3. The estimated first factor loadings, which were much attenuated in Analysis 2, are raised in Analysis 3 to near their true values.

These results illustrate the robustness of the analysis in identifying the number of factors and in estimating the factor loadings in the presence of a wide range of item difficulty and of guessing at a typical level of chance success. This relatively successful performance of the method is qualified, however, by its use of assigned rather than estimated guessing parameters. Underestimation of these parameters would certainly leave some effect of guessing in the solution and possibly produce spurious factors.

#### 3.2 A two-factor test

ことにないない。 これにいいいい

To demonstrate the power of MML item factor analysis to detect a second factor, a simulation study was conducted based on an analysis of the Auto and Shop Information subtest of the Armed Services Vocational Aptitude Battery. This subtest was constructed from the previously separate Auto Information and Shop Information test items of the earlier Army Classification Battery. As discussed in section 4, three factors were extracted from the observed data for 1,178 cases by a stepwise MML item factor analysis. As shown in Table 3-3, the change in the likelihood ratio chi-square due to inclusion of a second factor was significant, but that due to the third factor was not.

INSERT TABLE 3-3 HERE

The resulting estimated factor loadings of the two-factor solution are plotted in the upper panel of Figure 3-3 after orthogonal rotation to the varimax criterion. The axes after oblique rotation to the promax criterion are also shown.

Although items 3 and 10, and possibly 2, are misclassified, the plot clearly separates the auto and shop moieties. Based on these loadings for the 25 items, binary scores of 1000 simulated subjects were generated according to the formula (16) with the lower asymptote values shown for the Auto-Shop test in Table 4-5. Factor scores were drawn randomly from a standard normal distribution.

These simulated data were then analyzed by the MML item factor analysis with lower asymptotes assigned the specified values. Again two significant factors were found. The lower panel of Figure 3-3 gives the resulting varimax rotated factor loadings and promax rotated axes. The MML estimates based on the simulated responses are very similar to their generating values.

## 4 Applications

In this section, the full-information analysis is applied to a number of empirical data sets.

## 4.1 Analysis of the LSAT Section 7 with and without guessing

我们的现在分词,我们就是我们的现在分词,我们就是我们的,我们的现在是我们的,我们就是我们的,我们就是我们的,我们们的事情,我们就是这个人的。

N. Y. P.

Table 4-1 shows the tetrachoric correlations uncorrected and corrected for guessing assuming an asymptote of 0.2 for all items. Note that the correction increases the magnitude of all the coefficients.

Figure 4-1 shows the increase in marginal log likelihood in successive EM cycles of a two factor solution without guessing. Even with the use of Ramsay accelerator, the likelihood increases slowly as the solution point is approached. Twelve cycles were required for convergence.

With five items and 1000 subjects, these data permit the accurate calculation of goodness-of-fit chi-square as well as change chi-squares, as seen in Table 4-2. Both give evidence of a marginally significant second factor, and there is no indication that the guessing correction improves the solution. Similar conclusions are indicated by the residuals from the tetrachoric coefficients shown in Table 4-3.

INSERT TABLES 4-2 AND 4-3 HERE

Figure 4-2 shows the principal factor starting values (open circles) and MML estimates of the factor loadings from the non-guessing solution (closed circles). It is apparent that loadings on the second factor are changed most by the full-information solution, and that the item with the most extreme correlations, item 5, is most affected. The factor axes rotated to the varimax and promax criteria show that i tem 2 mostly clearly determines the second factor.

## 4.2 The quality of Life

Campbell, Converse, and Rodgers (1976) assessed 13 aspects of the quality of life in 1800 randomly selected respondents to a NORC survey. Respondents rated each quality in terms of their satisfaction with that aspect of their life. For present purposes, these ratings were dichotomized at the neutral category, and a random sample of 1000 cases was selected. A five factor solution for these data is displayed in Table 4-4. Inspection of Table 4-4 clearly reveals five easily interpretable dimensions underlying the quality of life; 1) health, 2) satisfaction with the living environment (i.e. neighborhood and house quality), 3) satisfaction with everyday life (i.e. job, leisure, friends,

family and overall life), 4) financial satisfaction (i.e. savings and standard of living) and 5) satisfaction with self. In terms of level of satisfaction as indicated by the item thresholds in Table 4-4, most respondents were satisfied with their health, family and friends; however, only the most satisfied respondents also reported satisfaction with their savings and education.

ARTHUR A

INSERT TABLE 4-4 HERE

As a further verification of the factor solution, a limited-information GLS analysis was also performed (Muthen, 1978). The results of this analysis, employing Muthen's LISCOMP program, are shown in Table 4-4; they correspond closely to those of the full-information solution. Parameter estimates are quite similar and the chi-square statistics for the improvement of fit with the addition of each new factor were virtually identical. The concordance between these two computationally different methods is taken as strong support for the validity of both the methods and the correctness of their implementations.

# 4.3 Power tests of the Armed Services Vocational Aptitude Battery (ASVAB) Form 8A

The latent dimensionality of each of the eight power tests of the Armed Services Vocational Aptitude Battery (ASVAB) was examined in a ten-percent random sample of data from the Profile of American Youth Study (see Bock and Moore, 1985). The data base from which this sample was extracted consisted of ASVAB item responses of 11,817 members of the Youth Panel of the National Longitudinal Study of Labor Force Participation (NLS). The number of cases in present analysis is 1,178. The battery was administered under standard conditions by personnel of the National Opinion Research Center (NORC). Because the panel members were selected in a clustered probability sample, the design effect is greater than unity and, as we point out below, some adjustment of the conventional random sampling statistical criteria is necessary.

Previous analysis of these data by Bock and Mislevy (1981) provides the estimates of the lower asymptote parameters for each item shown in Table 4-5. These values were used when the guessing model was assumed in the full-information item factor analyses. Inasmuch as the examinees were given no explicit instructions about guessing or omitting items, it seems appropriate to score omits as incorrect. Either because they run out of time or find the items too difficult, however, some examinees stop responding before they complete all the items on a given test. In these cases, we consider all items following the last non-omitted item to be "not presented". This avoids the spurious association among items later in the test when it is not operating strictly as a power test for all examinees. (See, however, the special handling of the Word Knowledge test.)

The results of the item factor analyses, with the estimated factor loadings shown both in their principal factor and promax rotations are shown in Tables 4-6 through 4-13. These tables include the change chi-squares, degrees of freedom, and probability levels due to inclusion of additional factors. Also shown are percents of variance associated with each of the principal factors (i.e., the percent that the corresponding latent root of the reproduced item-correlation matrix is of the trace of that matrix) and the intercorrelations of the promax factors.

Except in one instance discussed below, the factors found by the full-information analysis to be statistically significant corresponded to obvious and often cognitively interesting features of the items. Although we cannot exhibit actual items from this test, which is still secure, we can convey descriptively the nature of the factors. Those readers who have access to the test can check our interpretation by examining the items in connection with the factor loadings in the tables. The promax loadings are most useful for this purpose. The number of EM cycles was 35 in each case.

General Science (GS) (Table 4-6). Even with the guessing accounted for, a significant second factor is found. The corresponding change in chi-square is more than five times its

degrees of freedom and would remain significant with an assumed a design effect as large as 2.0. The promax factors are easily interpreted. The first is essentially physical science, and the second is biological science —or more precisely, health science. These factors are substantially correlated (r = 0.740), reflecting the large percent of variance (51.5) attributable to the first principal factor in contrast with 4.4 percent for the second.

The finding of two factors in GS agrees with the observation of Bock and Mislevy (1981) that there is an item-by-sex interaction in this test such that male examinees tend to do better on physical science items and female examinees better on biological and health science items. These results, in addition to the fact that various civilian and military occupational specialties divide along the same lines, suggest that the desirability of scoring the physical science and biological science content of the General Science test should be scored separately.

Arithmetic Reasoning (AR) (Table 4-7). There is clear evidence for a significant second factor in this test, but not for a third factor if a design effect of 2.0 is assumed. The second factor makes a very minor contribution to variance, however, and is represented by only three items with high promax loadings. These items involve computation of interest, suggesting some sort of business arithmetic factor. Although additional items might be added to better define such a factor, it appears to be of minor importance in assessing arithmetic reasoning ability.

Word Knowledge (WK) (Table 4-8). More strongly than other tests in the ASVAB, Word Knowledge appears in Form 8 with its items ordered from easy to hard in difficulty. It also has a relatively short time limit—11 minutes for 35 items. As a consequence of these two conditions, the question of how to handle omitted responses at the end of the test is troublesome. Omitted items could mean either that the examinee left off answering because the words became too difficult, or that he ran out of time. If we assume the former, then the omitted responses should be considered accorrect and assigned the guessing probability of a correct response so as to be more equivalent to non-omitted responses earlier in the test. If we assume the latter, the omitted responses following the last non-omitted responses should be treated as not presented.

considering that the frequency of omitted responses at the end of the WK test is relatively high (see Table 4-8), and assuming that the prescribed time limit had been adequately pretested, we have concluded that, for purposes of the item factor analysis, the omitted items should be assigned the guessing probability of success for that item rather than treated as not presented to that examinee. Scored in this way, WK shows clear evidence of a second significant factor (Table 4-8).

The interpretation of this factor is, however, not at all obvious. The principal factor pattern in Table 4-8 bears no apparent relationship to the item content, but resembles instead the pattern for a "difficulty" factor encountered when phi coefficients are analyzed, or the pattern found in section 3.1

when guessing effects were ignored. That is, the loadings of the second principal factor tend, with only a few exceptions, to be opposite in sign for easy and hard items. Similarly, the promax factors, which are highly correlated, divide the items with respect to difficulty or, equivalently, ordinal position in the test.

and the state of t

Attributing the significant second factor to effects of difficulty or guessing would seem to be ruled out, however, by our demonstration in the simulation study of section 3.1 that the present solution is free of these artifacts. To eliminate the possibility that the solution is influenced by our decision to score not reached items as omitted, we performed an additional analysis treating these items as not presented; again, a significant second factor appeared.

It is possible, of course, that in selecting more difficult items from a larger set, the test constructors introduced a new cognitive component that appears as a distinct factor. We have not, however, succeeded in identifying any such component in terms of item features that vary with the factor loadings. We will, therefore, defer any speculation about the source of the significant second factor in the Word Knowledge test until evidence for it can be found in other item sets.

Paragraph Comprehension (PC) (Table 4-9). Only one factor was found. We had thought that the several paragraphs on which these items are based would appear as factors, but this was not the case. There is no evidence of failure of conditional independence in this test. Items 11 and 15 have rather poor discriminating power.

Auto & Shop Information (AS) (Table 4-10). This test, composed of items based on the Auto Information and Shop Information tests of the earlier Army Classification Battery, exhibited a significant and very clear two-factor pattern separating the two types of items as already shown in Figure 3-3. As mentioned in section 3.2, the pattern indicates that a few of the items are misclassified. Although a third factor could be extracted in which a few of the loadings suggested a distinction between wood-shop and metal-shop items, it was not significant when a design effect of 2.0 was assumed and is not reported here.

Mathematics Knowledge (MK) (Table 4-11). Two factors of mathematics knowledge are statistically significant; the third is not when a design effect of 2.0 is assumed. Items with large loadings on the first promax factor all require knowledge of formal algebra, while those loadings on the second factor involve numerical calculation and mathematical reasoning. If a third factor is extracted (not shown), it tends to separate calculation from reasoning but not clearly so.

Mechanical Comprehension (MK) (Table 4-12). There is perhaps marginal evidence of a second factor in this test, but it is represented by only two items (10 and 14). These items ask about the speed with which something turns, whereas most of the other items ask only about direction of movement or rotation. Item 18, which asks about both direction and speed, loads on both factors. The same is true of item 22, but it loads more on the first factor. The distinction is of minor importance at best.

Electronics Information (EI) (Table 4-13). This test shows no evidence of a significant second factor when a design effect of 2.0 is assumed. Except for number 14, the items are highly uniform in discriminating power.

# 4.4 DAT Spatial Reasoning

In a study of item features requiring spatial visualizing ability, Zimowski (1985) carried out a full-information item factor analysis of the Spatial Visualization subtest of the current edition of the Differential Aptitude Test battery (Bennett, Seashore, and Wesman; 1974). Examinees were 390 high school seniors from a suburban Chicago school system. The analysis revealed four statistically significant factors. Considering that the test consists exclusively of pattern folding items, we found this result surprising. Upon examining the items loading most heavily on a given factor, we found that they were based on basically the same stimulus pattern, but modified with additional marks and features so as to serve as a distinct items. Probably the items were constructed in this way to reduce the amount of original drawing required.

That these factors could represent distinct cognitive processes seems unlikely. A more plausible explanation is that a correct response on the first encounter with one of these similar sets of items increases the probability of a correct response to later items from the set, while an incorrect response on the first encounter does not lead to an increase. These failures of conditional independence would produce increased associations

among items that would appear as a factor. It may be possible to distinguish this type of factor from a genuine cognitive process factor by position effects. Positively associated items should become less difficult as they are preceded by more items from the same dependent set. This scrt of violation of standard item-response theoretic assumptions could easily be corrected by avoiding repeated use of similar features among items in the same scale. Unfortunately, this strategy would rule out scales consisting of items generated by varying components of a facet design on the item content or formats. This finding is discussed in greater detail in Zimowski (1985a).

#### 5 Discussion and conclusion

Implementation of item factor analysis by marginal maximum likelihood estimation overcomes many of the problems that attend factor analysis of tetrachoric correlation coefficients: it avoids the problem of indeterminate tetrachoric coefficients of extremely easy or difficult items; it readily accommodates effects of guessing, and omitted or not reached items; and it provides a likelihood ratio test of the statistical significance of additional factors. Although the numerical integration used in the MML approach involves heavy computation and limits the procedure to five factors, the number of items that can be analyzed is sufficiently large (up to 60) to qualify the method for use in practical test development.

The applications of the procedure reported in the present paper show that, in moderately large samples (500 to 1000 cases),

Table 4-9

Item Facilities, Attempts, Standard Difficulties, and Factor Loadings
Paragraph Comprehension

Item	Facilit	y Attempt	s Di	fficulty	Principal Factor 1
1	0.747	1176		0.322	0.786
2	0.841	1176	_	0.832	0.676
2	0.772	1176	-	0.486	0.899
4	0.685	1175	-	0.189	0.610
5	0.658	1174	-	0.247	0.800
6	0.670	1173	-	0.024	0.731
7	0.658	1173		0.162	0.663
8	0.733	1173	-	0.422	0.574
9	0.712	1169	-	0.350	0.747
10	0.478	1166		0.321	0.735
11	0.723	1160	-	0.382	0.483
12	0.566	1150		0.183	0.711
13	0.735	1136	_	0.402	0.761
14	0.609	1102		0.008	0.698
15	0.505	1085		0.283	0.143
Adding	Factor	Chi-Square*	D.F.	P	Percent
		Change			of Variance
2		11.586	14	0.640	47.497

<sup>\*</sup>Assumed design effect = 2.

Table 4-8

Item Facilities, Attempts, Standard Difficulties, and Factor Loadings
Word Knowledge

tem	Facility A	Attempts	Difficulty	Principal	l Factors	Promax	Factors
			_	1	2	1	2
1	0.914	1176	-1.173	0.708	0.158	0.141	0.606
2	0.902	1176	<del>-</del> 1.118	0.725	0.153	0.158	0.606
3	0.857	1176	-0.828	0.795	0.146	0.209	0.628
4	0.870	1176	-0.909	0.576	0.223	-0.040	0.650
5	0.882	1176	-0.997	0.709	0.358	-0.186	0.938
6	0.812	1176	-0.497	0.917	0.148	0.273	0.693
7	0.834	1176	-0.733	0.677	-0.070	0.494	0.215
8	0.797	1176	-0.466	0.891	-0.094	0.655	0.279
9	0.621	1176	-0.040	0.717	0.077	0.277	0.478
10	0.866	1175	-0.889	0.817	0.131	0.245	0.615
11	0.726	1174	-0.302	0.806	0.042	0.385	0.462
12	0.787	1174	-0.578	0.702	0.247	-0.008	0.751
13	0.806	1174	-0.420	0.872	0.099	0.329	0.588
14	0.678	1173	-0.078	0.880	0.234	0.112	0.817
15	0.717	1171	-0.322	0.843	-0.055	0.563	0.320
16	0.761	1170	-0.380	0.788	0.055	0.354	0.475
17	0.672	1169	-0.077	0.931	0.251	0.113	0.870
18	0.723	1165	-0.226	0.792	-0.175	0.731	0.096
19	0.635	1161	0.100	0.781	-0.240	0.830	-0.016
20	0.752	1160	-0.368	0.831	0.059	0.370	0.503
21	0.723	1158	-0.090	0.807	-0.152	0.700	0.143
22	0.624	1152	0.217	0.934	-0.015	0.550	0.430
23	0.560	1146	0.319	0.850	-0.276	0.928	-0.043
24	0.530	1141	0.672	0.786	-0.238	0.830	-0.011
25	0.547	1132	0.523	0.845	0.022	0.439	0.448
26	0.581	1121	0.243	0.895	-0.033	0.557	0.382
27	0.551	1110	0.303	0.760	-0.098	0.587	0.209
28	0.657	1098	0.084	0.723	-0.143	0.638	0.117
29	0.486	1083	0.756	0.808	-0.103	0.621	0.224
30	0.517	1065	0.588	0.732	-0.222	0.773	-0.010
31	0.834	1050	-0.402	0.845	0.037	0.415	0.473
32	0.473	1036	0.862	0.706	-0.192	0.710	0.027
33	0.478	1017	0.873	0.908	-0.158	0.767	0.182
34	0.561	1003	0.348	0.811	0.038	0.393	0.458
35	0.509	985	0.504	0.878	-0.147	0.733	0.185
dding actor	Chi-square <sup>*</sup> Change	D.F.	, P	Percent of	Variance	Factor Cor	relation
2	111.470	34	0.000	64.863	2.650	1 1.000 2 0.815	1.00

Assumed design effect = 2.

Table 4-7

Item Facilities, Attempts, Standard Difficulties, and Factor Loadings
Arithmetic Reasoning

Item	Facility	Attempts	<b>5</b> D:	ifficulty	Principa 1	al Factors 2	Promax 1	Factors 2
1	0.896	1176		-1.096	0.480	0.226	0.042	0.497
2	0.896	1176		-1.109	0.628	0.448	-0.164	0.894
3	0.703	1176		-0.335	0.787	-0.118	0.767	0.035
4	0.662	1176		-0.158	0.842	-0.064	0.732	0.138
5	0.606	1176		0.087	0.746	-0.021	0.598	0.178
6	0.665	1176		-0.222	0.728	-0.042	0.614	0.141
7	0.745	1176	•	-0.366	0.521	0.171	0.151	0.422
8	0.680	1176		-0.215	0.702	-0.074	0.639	0.083
9	0.645	1176		-0.126	0.748	-0.158	0.795	-0.039
10	0.606	1176		0.128	0.893	0.119	0.508	0.444
11	0.551	1176		0.067	0.876	-0.083	0.785	0.117
12	0.526	1175		0.219	0.768	-0.075	0.692	0.099
13	0.560	1175		0.321	0.773	0.034	0.539	0.275
14	0.501	1175		0.284	0.821	-0.209	0.923	-0.099
15	0.571	1170		0.151	0.818	-0.188	0.891	-0.067
16	0.565	1167		0.578	0.839	-0.046	0.705	0.165
17	0.478	1167		0.774	0.849	-0.163	0.879	-0.019
18	0.459	1166		0.886	0.908	0.038	0.636	0.319
19	0.493	1164		0.449	0.722	0.022	0.518	0.240
20	0.308	1162		0.789	0.789	-0.003	0.604	0.220
21	0.386	1159		0.841	0.880	0.004	0.663	0.257
22	0.485	1151	•	0.640	0.880	-0.110	0.826	0.076
23	0.481	1145		0.616	0.751	0.441	-0.061	0.918
24	0.424	1140		0.763	0.871	0.226	0.339	0.608
25	0.408	1135		0.812	0.878	-0.007	0.677	0.239
26	0.407	1121		0.621	0.744	-0.034	0.615	0.157
27	0.337	1107		0.705	0.793	-0.144	0.809	-0.004
28	0.291	1074		1.122	0.868	0.092	0.527	0.394
29	0.277	1049		1.148	0.820	0.073	0.519	0.350
30	0.392	1018		0.816	0.802	-0.118	0.779	0.040
Adding Factor	Chi-Squa		D.F.	P	Percent of	f Variance	Fac Correl	ctor ations
	_		20	0.000	62 460	2 507		
2 3	93.519 27.529		29 28	0.000	62.469	2.587	1 1.00	
3	2/•52	<b>J</b>	28	0.490			2 0.78	7 1.000

<sup>\*</sup>Assumed design effect = 2.

Table 4-6

Item Facilities, Attempts, Standard Difficulties, and Factor Loadings
General Science

Item	Facility	Attempts	Dif	ficulty	Principa 1	l Factors 2		Promax 1	Factors 2
1	0.843	1177	-	0.827	0.710	-0.319	(	0.008	0.773
2	0.758	1177	_	0.463	0.737	0.092	(	581	0.201
3	0.726	1176	-	0.327	0.794	0.105	(	0.633	0.209
4	0.669	1176	-	0.141	0.626	0.153	(	595	0.064
5	0.722	1176	-	0.392	0.628	0.141	(	580	0.083
6	0.765	1176	-	0.513	0.779	-0.264	(	126	0.724
7	0.672	1176	_	0.024	0.675	-0.235	(	0.101	0.637
8	0.805	1176	_	0.678	0.548	-0.234	(	0.023	0.579
9	0.726	1176	-	0.354	0.711	0.093	(	0.566	0.188
10	0.709	1176	-	0.322	0.590	0.157	(	578	0.043
11	0.662	1176	-	0.120	0.715	-0.036	(	394	0.374
12	0.513	1176		0.835	0.719	0.319	(	0.876	-0.128
13	0.472	1175		0.633	0.884	0.242	(	0.875	0.055
14	0.608	1174		0.011	0.620	0.069	(	0.478	0.181
15	0.685	1171	-	0.164	0.542	-0.138	(	0.149	0.440
16	0.638	1167	-	0.139	0.609	-0.294	-(	0.021	0.691
17	0.618	1163		0.052	0.566	-0.484	-(	304	0.941
18	0.384	1155		0.795	0.900	0.045	(	0.618	0.342
19	0.473	1150		0.778	0.765	-0.102	(	336	0.489
20	0.477	1142		0.390	0.628	-0.095	(	261	0.417
21	0.353	1131		0.844	0.651	0.176	(	0.642	0.043
22	0.343	1125		1.121	0.799	-0.087	(	377	0.484
23	0.338	1104		1.113	0.701	0.389		960	-0.235
24	0.215	1091		1.365	0.891	0.034	(	598	0.353
25	0.358	1055		1.270	0.933	0.044	(	0.637	0.358
Adding Factor	Chi-Squa Change		• F •	P	Percent of	Variance		Factorre:	or lations
2	67.227		24	0.000	51.457	4.391	1	1.000	
3	14.181		23	0.922			2	0.740	1.000

<sup>\*</sup>Assumed design effect = 2.

Table 4-5

ASVAB 8A Guessing Parameter Values from Bock and Mislevy (1981)

	General	Arithmatic	Word	Paragraph	Auto & Shop	Mathematic	Mechanical	Electronics
Item	Science	Reasoning	Knowledge	Comprehension	Information	Knowledge	Comprehension	Information
-	0.204	0.210	0.202	0.296	0.221	0.197	0.218	0.197
7	0.213	0.202	0.191	0.203	0.207	0.179	0.232	0.363
٣	0.220	0.149	0.217	0.252	0.204	0.135	0.194	0.209
4	0.226	0.173	0.190	0.242	0.228	0.290	0.198	0.154
2	0.159	0.230	0.163	0.127	0.220	0.181	0.137	0.208
9	0.174	0.148	0.249	0.308	0.175	0.178	0.477	0.171
7	0.291	0.207	0.229	0.201	0.255	0.321	0.334	0.262
æ	0.185	0.183	0.302	0.196	0.194	0.139	0.139	0.171
6	0.204	0.160	0.161	0.188	0.189	0.305	0.178	0.264
10	0.189	0.250	0.189	0.152	0.215	0.225	0.126	0.121
Ξ	0.218	960*0	0.207	0.196	0.253	0.309	0.226	0.277
12	0.374	0.160	0.157	0.228	0.174	0.133	0.264	0.192
13	0.262	0.261	0.329	0.186	0.135	0.198	0.300	0.147
14	0.188	0.139	0.217	0.191	0.254	0.159	0.227	0.181
15	0.248	0.182	0.151	0.186	0.195	0.234	0.150	0.150
16	0.145	0.340	0.233		0.195	0.309	0.180	0.186
17	0.230	0.289	0.173		0.196	0.119	0.325	0.234
18	0.197	0.311	0.257		0.218	0.211	0.257	0.121
19	0.290	0.200	0.266		0.130	0.295	0.342	0.200
20	0.162	0.079	0.194		0.222	0.262	0.211	0.166
21	0.156	0.185	0.334		0.225	0.280	0.255	
22	0.230	0.250	0.275		0.178	0.180	0.275	
23	0.207	0.262	0.250		0.063	0.120	0.124	
24	0.128	0.205	0.335		0.159	0.127	0.189	
25	0.272	0.219	0.320		0.196	0.152	0.167	
56	0.152	0.200						
27	0.095	0.194						
28	0.152	0.267						
29	0.139	0.287						
30	0.203	0.275						
31		0.264						
32		0.300						
33		0.276						
34		0.168						
35		0.159						

Table 4-4

Quality of Life Data: Analysis by Marginal Maximum Likelihood and Generalized Least Squares

Satisfaction With	Threshold	Health MML G	lth GLS	Living Environm MML	Living Environment MMI. GIS	Finance	nce Gre	Everyday Life	yday Fe	Self.	] £
							CHD	TEIE	GLS	ММГ	GLS
1. Neighborhood	0.83	0.15	0.10	0.63	0.65	0.11	0.08	0.29	0.34	0.05	0.07
2. Education	0.02	0.24	0.12	0.18	0.19	0.24	0.22	0.11	0.20	0.29	0.29
3. Job	0.81	0.08	-0.03	0.19	0.18	0.33	0.32	0.57	0.62	0.07	0.08
4. Leisure	0.67	0.34	0.22	0.20	0.20	0.18	0.16	0.42	0.50	0.38	0.40
5. Health	1.07	0.64	1.10*	0.04	0.07	60.0	60*0	0.12	0.18	0.26	0.20
6. Standard of											
Living	0.47	0.07	0.02	0.30	0.34	0.64	0.57	0.35	0.38	0.23	0.24
7. Friends	96*0	0.10	0.04	0.19	0.18	0.12	80.0	0.49	0.50	0.28	0.33
8. Savings	-0.17	0.17	0.11	0.18	0.16	0.72	0.83	0.20	0.20	0.13	0.17
9. House	0.70	0.02	0.01	0.73	0.75	0.29	0.28	0.13	0.13	0.18	0.19
10. Family	0.95	0.19	0.10	0.15	0.15	0.15	0.16	09*0	0.61	0.22	0.25
11. Life	0.89	0.31	0.18	0.20	0.23	0.34	0.29	0.56	99•0	0.41	0.41
12. Life in U.S.	0.85	0.43	0.25	0.14	0.17	0.12	0.11	0.40	0.48	0.02	0.10
13. Self	06.0	0.30	0.15	0.11	0.11	0.21	0.20	0.35	0.32	0.74	98•0
Change of Chi-square				8•99	64.2	41.4	45.8	33.2	28.0	21.3	17.4
D. F.				12	12	-	11	10	10	6	6
*Heywood case											

Table 4-1  $\begin{tabular}{ll} Tetrachoric Correlation Coefficients of the LSAT-7 Items \\ (Coefficients Corrected for Guessing above the Diagonal: g=0.2) \\ (N=1000) \end{tabular}$ 

			]	[tem			
		1	2	3	4	5	
	1	1.000	0.294	0.358	0.401	0.344	
	2	0.226	1.000	0.567	0.288	0.174	
Item	3	0.291	0.432	1.000	0.376	0.325	
	4	0.296	0.204	0.277	1.000	0.214	
	5	0.286	0.135	0.265	0.161	1.000	

Table 4-2

Chi-square Statistics for the Two-Factor Stepwise Analysis With and Without Guessing: LSAT-7 (N=1000)

	No Gu	essing		Gue	ssing	
	Chi-square	D.F.	р	Chi-square	D.F.	p
One-Factor	31.66	21	0.063	32.94	21	0.047
Two-Factor	22.86	17	0.154	24.80	17	0.099
Change	8.80	4	0.066	8.14	4	0.086

Table 4-3

LSAT-7 Residual Correlations
(Guessing above Diagonal)

<u> </u>	·			Item		
		1	2	3	4	5
	1		0.016	-0.005	0.043	0.032
	2	0.009		0.000	0.005	-0.048
Item	3	-0.024	0.003		0.037	0.050
	4	0.026	-0.003	0.018		-0.036
	5	0.017	-0.015	0.034	-0.042	

Table 3-2

Change of the Likelihood Ratio Chi-square upon Adding a Second Factor to the Models With and Without Guessing Analysis of Unidimensional Simulated Data

Model	Chi-square	d.f.	р
No Guessing	39.166	20	0.006
Guessing	26.928	20	0.137

Table 3-3

Change of the Likelihood Ratio Chi-square in the Factor
Analysis of the Auto and Shop Information Test

Factor	Chi-square*	d.f.	p
2 vs. 1	175.6	24	0.000
3 vs. 2	24.7	23	0.363

<sup>\*</sup>Assumed design effect = 2.

Table 3-1

Principal Factor Loadings from Simulated Data With Guessing
Effect Analyzed by No-guessing and Guessing Models\*

	Non-Guess	sing Model	Guessing Model
Item	Principal 1	L Factors 2	Principal Factor 1
1	0.703	0.147	0.761
2	0.719	0.046	0.724
3	0.739	0.215	0.732
4	0.654	-0.029	0.684
5	0.642	0.069	0.660
6	0.689	0.124	0.736
7	0.660	0.065	0.697
8	0.704	0.129	0.755
9	0.580	-0.032	0.697
10	0.561	-0.106	0.697
11	0.574	-0.049	0.710
12	0.583	-0.204	0.765
13	0.505	-0.102	0.715
14	0.393	-0.213	0.665
15	0.407	-0.168	0.704
16	0.329	0.003	0.716
17	0.274	-0.068	0.688
18	0.211	-0.081	0.653
19	0.148	-0.545	0.724
20	0.041	-0.068	0.594
21	0.128	0.069	0.759

<sup>\*</sup>True factor loadings = 0.707

Table 2-1
Original Proportions of Subjects Passing
and Failing Items i and j

		Pass	Item j Fail	Total
	Pass	π11	π <sub>10</sub>	π <sub>1</sub> .
Item i	Fail	<b>π</b> 01	ποο	πο.
	Total	π.1	π.0	1.0

Table 2-2

Corrected Proportions of Subjects Passing and Failing Items i and j

	<u> </u>	Item j		
		Pass	Fail	Total
	Pass	π'11	π'10	π'1.
Item i	Fail	π' 01	π'00	π' <sub>0</sub> .
	Total	π'.1	π* 0	1.0

Table 2-3

Observed Frequencies of Subjects Passing, Failing, and Omitting Items i and j

		Pass	Item j Fail	Omit	Total	
	Pass	n <sub>11</sub>	n 1 0	nlx	n <sub>1</sub> .	
Item i	Fail	$n_{01}$	n 0 0	$^{n}_{0}$	n <sub>0</sub> .	
I COM I	Omit	$n_{\times 1}$	$^{n}\times^{0}$	n ××	n ו	
	Total	n 1	n.0	n • x	n	

TABLES

- Joreskog, K.G. (1967). Some contributions to maximum likelihood factor analysis. <u>Psychometrika</u>, <u>32</u>, 443-482.
- Kaiser, H.F. (1958). The varimax criterion for analytic rotation in factor analysis. <u>Psychomerika</u>, 23, 187-200.
- Lee, S.Y. (1981). A Bayesian approach to confirmatory factor analysis. <u>Psychometrika</u>, 46, 153-160.
- Martin, J.K., & McDonald, R.P. (1973). Bayesian estimation in unrestricted factor analysis: A treatment for Heywood cases. Psychometrika, 40, 505-517.
- Mislevy, R.J. (1984). Personal communication.
- Muraki, E. (1984). Implementing full-information factor analysis: TESTFACT program. A paper presented at the annual meeting of Psychometric Society, University of California, Santa Barbara, July 25-27.
- Muthen, B. (1978). Contributions to factor analysis of dichotomized variables. <u>Psychometrika</u>, <u>43</u>, 551-560.
- Muthen, B. (1984). A general structural equation model with dichotomous, ordered categories, and cotinuous latent variable indicators. <u>Psychometrika</u>, 49, 115-132.
- Ramsay, J.O. (1975). Solving implicit equations in psychometric data analysis. <u>Psychometrika</u>, <u>40</u>, 337-360.
- Zimowski, M.F. (1985). Attributes of spatial test items that influence cognitive processing. Unpublished doctoral dissertation, Department of Behavioral Sciences, University of Chicago, Chicago, IL.
- Zimowski, M. F. (1985a). An item factor analysis of DAT spatial visualization test. (in preparation)

#### References

- Bennett, G.K., Seashore, H.G., & Wesman, A.G. (1974). <u>Mannual</u> for the differential aptitude tests forms S and T (5th edition). New York: The Psychological Corporation.
- Bartholomew, D.J. (1980). Factor analysis for categorical data.

  Journal of the Royal Statistical Society, Series B, 42, 293-321.
- Bock, R.D., & Aitkin, M. (1981). Marginal maximum likelihood estimation of item parameters: An application of an EM algorithm. <a href="Psychometrika">Psychometrika</a>, 46, 443-459.
- Bock, R.D., & Moore, E.G.J. (1985). Advantage and disadvantage:

  A profile of American youth. Hillsdale (N.J.): Erlbaum.
- Bock, R.D., & Mislevy, R.J. (1981). <u>Data quality analysis of</u> the Armed Services Vocational Aptitude Battery. Chicago: National Opinion Research Center.
- Campbell, A., Converse, P. E. & Rodgers, W. L. (1976). <u>The</u> <u>quality of American life</u>. New York: Russel Sage Foundation.
- Carroll, J.B. (1945). The effect of difficulty and chance success on correlations between items or between tests. Psychomerika, 10, 1-19.
- Carroll, J.B. (1983). The difficulty of a test and its factor composition revisited. In H. Wainer & S. Messick (Eds.), <a href="Principles of modern psychological measurement">Principles of modern psychological measurement</a> (pp.257-282). Hillsdale (N.J.): Erlbaum.
- Christoffersson, A. (1975). Factor analysis of dichotomized variables. <u>Psychometrika</u>, <u>40</u>, 5-32.
- Dempster, A.P., Laird, N.M., & Rubin, D.B. (1977). Maximum likelihood from incomplete data via the EM algorithm (with discussion). <u>Journal of the Royal Statistical Society</u>, Series B, <u>39</u>, 1-38.
- Divgi, D.R. (1979). Calculation of the tetrachoric correlation coefficient. <u>Psychometrika</u>, <u>44</u>, 169-172.
- Haberman, J.S. (1977). Log-linear models and frequency tables
  with small expected cells counts. Annals of Statistics, 5,
  1148-1169.
- Harman, H.H. (1976). <u>Modern factor analysis</u>. Chicago: The University of Chicago Press.
- Hendrickson, A.E., & White, P.O. (1964). PROMAX: A quick method for rotation to oblique simple structure. <u>British Journal of Mathematical and Statistical Psychology</u>, 17, 65-70.

minor factors determined by relatively few items can be detected as significant. The sensitivity of the MML method recommends it as an exploratory technique in searching for item features that are responsible for individual differences in cognitive test performance. By the same token, format attributes that may be implicated in failures of conditional independence are easily detected.

The examples presented in section 4.3 suggest that many routinely used tests may contain some items that produce departures from unidimensionality or conditional independence. In many situations such items could be eliminated by including in the same scale only items that are highly homogeneous in all content and format features that are not relevant to the ability dimension in questions. Otherwise, the only practical alternative may be to integrate over the distributions of ability in these minor dimensions when estimating the posterior mean for the main dimension, given the examinee's item response vector. This is effectively what is occuring when a single score is reported for a test in which the items are not strictly unidimensional.

Table 4-10

Standard Difficulties, and Factor Loadings
Auto and Shop Information

Item	Facility	Attempts	Difficulty	Principal 1	Factors 2	Promax 1	Factors 2
1	0.704	1176	-0.300	0.381	0.201	-0.058	0.471
2	0.768	1176	-0.565	0.592	-0.026	0.368	0.268
3	0.602	1176	0.015	0.753	-0.295	0.822	-0.019
4	0.799	1176	-0.651	0.604	0.079	0.233	0.417
5	0.615	1176	-0.038	0.849	-0.117	0.635	0.275
6	0.491	1176	0.263	0.876	-0.132	0.671	0.268
7	0.467	1176	0.532	0.818	0.025	0.426	0.454
8	0.603	1176	-0.037	0.465	0.168	0.034	0.469
9	0.633	1176	-0.104	0.356	0.200	-0.070	0.457
10	0.545	1176	0.188	0.762	0.248	0.093	0.730
11	0.551	1175	0.265	0.584	0.339	-0.130	0.764
12	0.556	1174	0.093	0.469	0.242	-0.063	0.572
13	0.558	1174	0.006	0.701	-0.210	0.678	0.071
14	0.582	1174	0.131	0.779	0.127	0.267	0.573
15	0.469	1171	0.390	0.769	-0.137	0.617	0.206
16	0.467	1166	0.412	0.806	0.081	0.344	0.524
17	0.379	1161	0.710	0.895	-0.105	0.644	0.316
18	0.383	1157	0.791	0.930	-0.137	0.708	0.289
19	0.593	1154	-0.092	0.545	0.138	0.120	0.469
20	0.477	1147	0.447	0.666	-0.149	0.576	0.137
21	0.379	1132	0.875	0.655	0.123	0.202	0.505
22	0.379	1126	0.697	0.870	-0.237	0.809	0.121
23	0.262	1114	0.802	0.906	-0.143	0.703	0.268
24	0.273	1093	1.086	0.841	0.111	0.323	0.583
25	0.371	1075	0.780	0.536	0.286	-0.085	0.667
Adding Factor	Chi-Square Change	* D.F.	P	Percent o	f Variance		Factor relations
2	75.572	24	0.000	51.272	3.243	1 1.0	000 731 1.000

<sup>\*</sup>Assumed design effect = 2.

Served of the control of the control

Table 4-11

Item Facilities, Standard Difficulities, and Factor Loadings
Mathematical Knowledge

Item	Facility	Attempts	Difficulty	Principa 1	l Factors 2	Promax 1	Factors 2
1	0.803	1175	-0.647	0.780	-0.376	-0.230	1.054
2	0.721	1174	-0.395	0.620	-0.163	0.068	0.582
3	0.535	1174	0.108	0.768	-0.081	0.306	0.494
4	0.652	1174	0.067	0.845	-0.023	0.460	0.418
5	0.680	1174	-0.262	0.576	-0.128	0.106	0.497
6	0.519	1173	0.252	0.843	0.013	0.524	0.350
7	0.608	1173	0.175	0.922	0.151	0.824	0.126
8	0.523	1173	0.177	0.684	-0.007	0.393	0.317
9	0.598	1173	0.242	0.836	0.131	0.736	0.125
10	0.561	1173	0.202	0.746	0.006	0.454	0.320
11	0.509	1171	0.594	0.780	0.078	0.606	0.200
12	0.422	1170	0.475	0.839	-0.179	0.168	0.710
13	0.469	1168	0.457	0.945	0.024	0.605	0.374
14	0.386	1166	0.646	0.907	-0.046	0.452	0.490
15	0.388	1163	0.931	0.597	-0.051	0.259	0.362
16	0.493	1159	0.676	0.946	0.080	0.708	0.269
17	0.379	1158	0.617	0.889	0.111	0.732	0.185
18	0.431	1158	0.624	0.934	0.122	0.784	0.190
19	0.502	1157	0.671	0.834	-0.253	0.029	0.846
20	0.419	1152	0.821	0.854	0.065	0.627	0.257
21	0.375	1147	1.115	0.884	0.199	0.891	0.018
22	0.318	1143	1.064	0.940	0.147	0.828	0.141
23	0.269	1135	1.083	0.905	-0.067	0.414	0.527
24	0.264	1114	1.055	0.778	-0.116	0.247	0.565
25	0.281	1084	1.073	0.923	0.144	0.813	0.139
Adding	•	re* D.F.	. P	Percent o	of Variance		actor
	-		2 222		4 000		
2	77.633		0.000	68.954	1.903	1 1.00	
3	27.998	23	0.216			2 0.85	1.000

<sup>\*</sup>Assumed design effect = 2.

Table 4-12

Item Facilities, Attempts, Standard Difficulties, and Factor Loadings

Mechanical Comprehension

Item	Facility A	ttempts	Difficulty	Principal 1	Factors 2	Promax 1	Factors 2
1	0.865	1175	-0.948	0.496	0.032	0.378	0.144
2	0.727	1175	-0.373	0.744	-0.076	0.729	0.024
3	0.740	1175	-0.464	0.587	-0.015	0.516	0.088
4	0.380	1175	0.757	0.748	0.028	0.597	0.186
5	0.543	1175	1.079	0.692	-0.118	0.740	-0.052
6	0.580	1174	0.860	0.766	-0.017	0.671	0.120
7	0.518	1174	0.622	0.864	-0.011	0.746	0.147
8	0.557	1174	0.042	0.792	0.010	0.658	0.166
9	0.617	1174	-0.081	0.519	-0.151	0.636	-0.134
10	0.530	1174	0.096	0.832	0.237	0.395	0.524
11	0.609	1174	0.030	0.427	-0.077	0.462	-0.038
12	0.512	1174	0.418	0.814	-0.078	0.791	0.034
13	0.598	1174	0.196	0.779	0.072	0.754	0.037
14	0.518	1173	0.258	0.753	0.607	-0.155	1.081
15	0.498	1173	0.237	0.712	0.031	0.562	0.184
16	0.541	1170	0.157	0.555	-0.145	0.660	-0.118
17	0.472	1168	0.827	0.800	-0.212	0.954	-0.175
18	0.446	1163	0.702	0.868	0.182	0.498	0.445
19	0.436	1157	1.292	0.847	-0.003	0.722	0.156
20	0.474	1146	0.461	0.639	-0.042	0.596	0.057
21	0.397	1138	0.905	0.830	-0.169	0.923	-0.103
22	0.381	1124	0.107	0.786	0.068	0.577	0.254
23	0.330	1100	0.750	0.725	-0.010	0.627	0.123
24	0.386	1078	0.718	0.686	-0.057	0.664	0.044
25	0.327	1062	0.891	0.797	-0.083	0.783	0.024
Adding	Chi-Square*	D.F	• P	Percent of	Variance	Fac	ctor
Factor	Change						elations
2	29.982	24	0.185	53.643	2.527	1 1.000	)
3	15.933	23	0.858			2 0.766	1.000

<sup>\*</sup>Assumed design effect = 2.

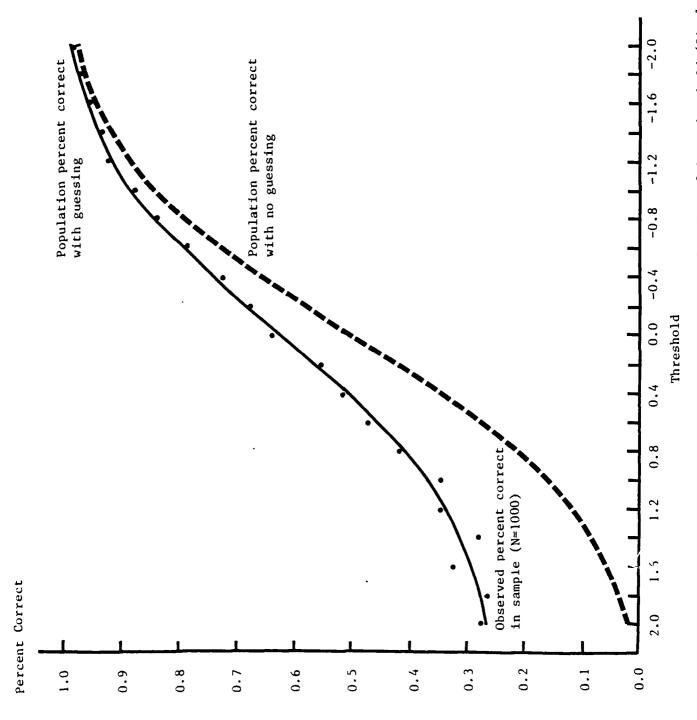
Table 4-13

Item Facilities, Standard Difficulities, and Factor Loadings
Electronics Information

Item	Facility	Attempts	Difficulty	Principal Factors
1	0.757	1176	-0.512	0.619
2	0.674	1176	0.056	0.846
3	0.639	1176	-0.102	0.761
4	0.662	1176	-0.236	0.761
5	0.703	1176	-0.305	0.607
6	0.625	1176	-0.093	0.764
7	0.636	1175	-0.007	0.699
8	0.605	1174	-0.053	0.676
9	0.652	1173	-0.061	0.564
10	0.496	1173	0.194	0.682
11	0.415	1171	0.910	0.628
12	0.420	1169	0.598	0.814
13	0.376	1164	0.624	0.724
14	0.458	1161	0.437	0.387
15	0.403	1157	0.564	0.805
16	0.394	1150	0.692	0.670
17	0.252	1138	1.920	0.704
18	0.389	1131	0.532	0.611
19	0.405	1115	0.689	0.731
20	0.289	1101	1.128	0.780
Adding Factor	Chi-Square* Change	D.F.	Р	Percent of Variance
2	21.773	19	0.296	48.879

<sup>\*</sup>Assumed design effect = 2.

FIGURES



Population and sample percent correct as a function of item threshold (Simulated data) Figure 3-1

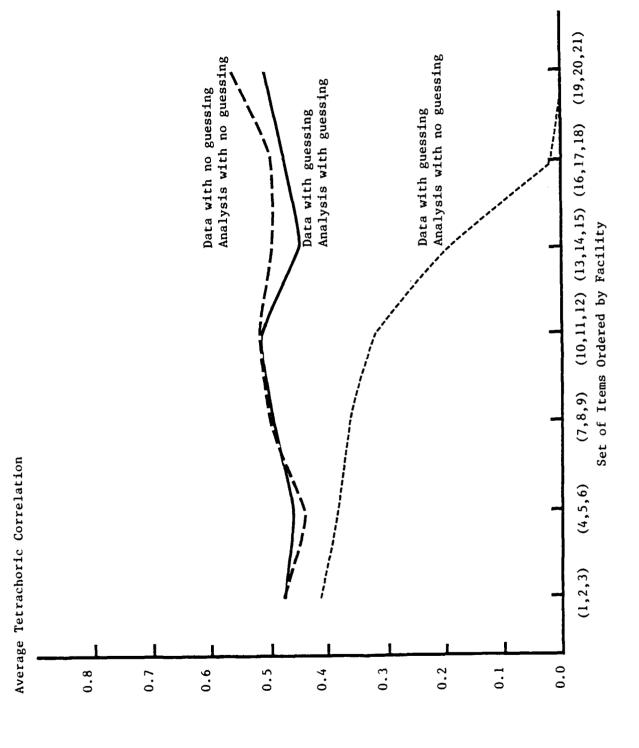


Figure 3-2 Average Tetrachoric Correlations of Sets of Three Successive Items

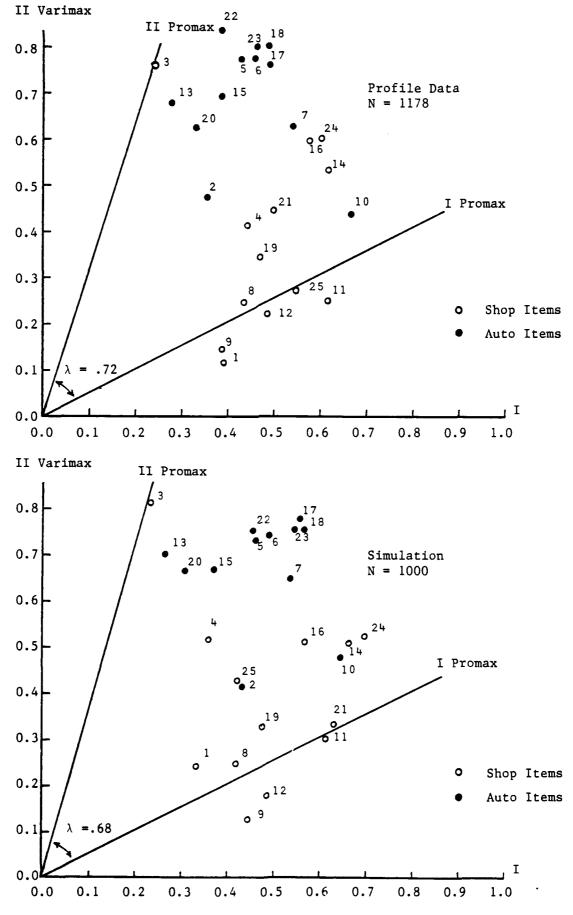


Figure 3-3 Factor loadings for observed and simulated Auto & Shop Information Test

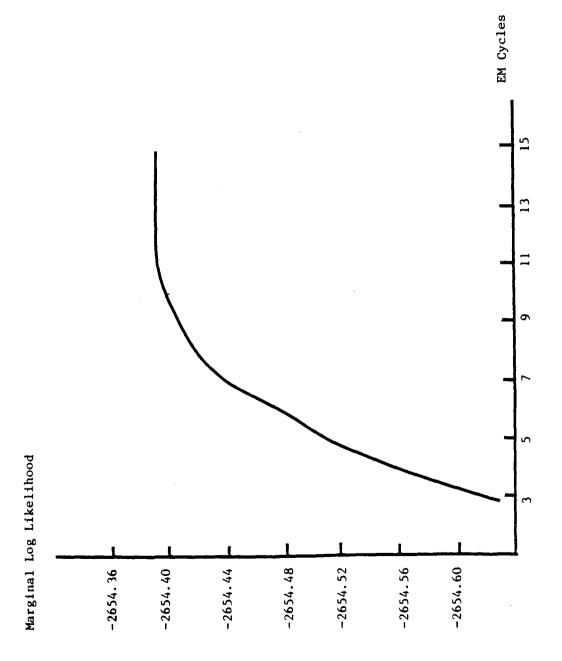


Figure 4-1 Increase in Marginal Log Likelihood in Successive EM Cycles of a Two Factor Solution without Guessing: LSAT-7

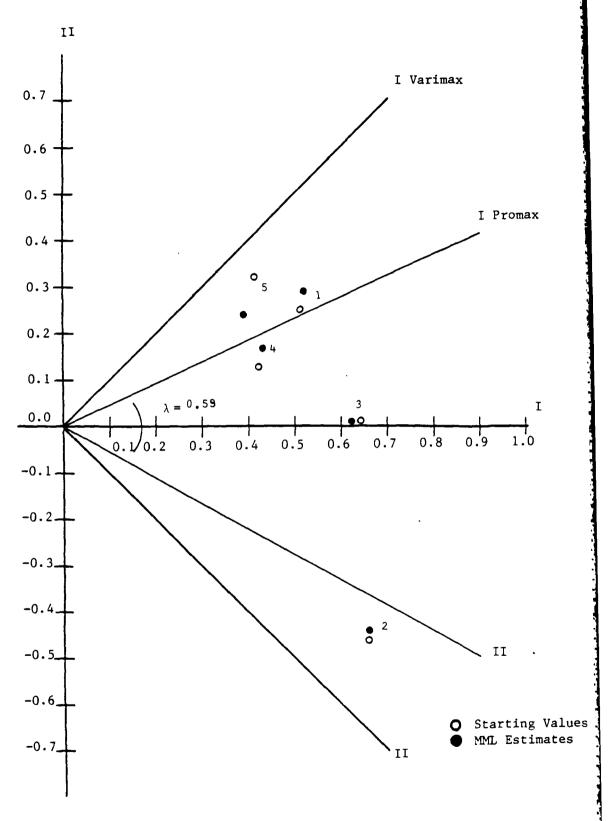


Figure 4-2 Principal Factor Starting Values and MML Estimates of Factor Loadings

Personnel Analysis Division, AF/MPXA 5C360, The Pentagon Washington, DC 20330

Air Force Human Resources Lab AFHRL/MPD Brooks AFB, TX 78235

AFOSR,
Life Sciences Directorate
Bolling Air Force Base
Washington, DC 20332

Dr. William E. Alley AFHRL/MOT Brooks AFB, TX 78235

Dr. Earl A. Alluisi HQ, AFHRL (AFSC) Brooks AFB, TX 78235

Technical Director, ARI 5001 Eisenhower Avenue Alexandria, VA 22333

Special Assistant for Projects, OASN(M&RA) 5D800, The Pentagon Washington, DC 20350

Dr. Meryl S. Baker Navy Personnel R&D Center San Diego, CA 92152

Dr. R. Darrell Bock University of Chicago Department of Education Chicago, IL 60637

Cdt. Arnold Bohrer
Sectie Psychologisch Onderzoek
Rekruterings-En Selectiecentrum
Kwartier Koningen Astrid
Bruijnstraat
1120 Brussels, BELGIUM

Dr. Robert Breaux Code N-095R NAVTRAEQUIPCEN Orlando, FL 32813 M.C.S. Jacques Bremond
Centre de Recherches du Service de Sante des Armees
1 Bis, Rue du Lieutenant Raoul Batany
92141 Clamart, FRANCE

Dr. Robert Brennan
American College Testing
Programs
P. O. Box 168
Iowa City, IA 52243

Mr. James W. Carey Commandant (G-PTE) U.S. Coast Guard 2100 Second Street, S.W. Washington, DC 20593

Dr. James Carlson
American College Testing
Program
P.O. Box 168
Lowa City, IA 52243

Dr. John B. Carroll 409 Elliott Rd. Chapel Hill, NC 27514

Dr. Robert Carroll NAVOP 01B7 Washington, DC 20370

Mr. Raymond E. Christal AFHRL/MOE
Brooks AFB, TX 78235

Director,
Manpower Support and
Readiness Program
Center for Naval Analysis
2000 North Beauregard Street
Alexandria, VA 22311

Chief of Naval Education and Training Liaison Office Air Force Human Resource Laboratory Operations Training Division Williams AFB, AZ 85224

Assistant Chief of Staff for Research, Development, Test, and Evaluation Naval Education and Training Command (N-5) NAS Pensacola, FL 32508

Dr. Stanley Collyer Office of Naval Technology 800 N. Quincy Street Arlington, VA 22217

Dr. Lee Cronbach 16 Laburnum Road Atherton, CA 94205

CTB/McGraw-Hill Library 2500 Garden Road Monterey, CA 93940

CDR Mike Curran Office of Naval Research 800 N. Quincy St. Code 270 Arlington, VA 22217-5000

Dr. Dattprasad Divgi Syracuse University Department of Psychology Syracuse, NY 13210

Dr. Hei-Ki Dong Ball Foundation 800 Roosevelt Road Building C, Suite 206 Glen Ellyn, IL 60137

Dr. Fritz Drasgow University of Illinois Department of Psychology 603 E. Daniel St. Champaign, IL 61820

Defense Technical Information Center Cameron Station, Bldg 5 Alexandria, VA 22314 Attn: TC (12 Copies) Dr. Stephen Dunbar Lindquist Center for Measurement University of Iowa Iowa City, IA 52242

Dr. Kent Eaton Army Research Institute 5001 Eisenhower Avenue Alexandria, VA 22333

Dr. John M. Eddins
University of Illinois
252 Engineering Research
Laboratory
103 South Mathews Street
Urbana, IL 61801

Dr. Richard Elster
Deputy Assistant Secretary
of the Navy (Manpower)
OASN (M&RA)
Department of the Navy
Washington, DC 20350-1000

Dr. Benjamin A. Fairbank Performance Metrics, Inc. 5825 Callaghan Suite 225 San Antonio, TX 78228

Dr. Marshall J. Farr 2520 North Vernon Street Arlington, VA 22207

Dr. Pat Federico Code 511 NPRDC San Diego, CA 92152

Dr. Leonard Feldt Lindquist Center for Measurement University of Iowa Iowa City, IA 52242

Dr. Richard L. Ferguson American College Testing Program P.O. Box 168 Iowa City, IA 52240

Dr. Myron Fischl Army Research Institute 5001 Eisenhower Avenue Alexandria, VA 22333

Mr. Paul Foley Navy Personnel R&D Center San Diego, CA 92152

Dr. Alfred R. Fregly AFOSR/NL Bolling AFB, DC 20332

Dr. Bob Frey Commandant (G-P-1/2) USCG HQ Washington, DC 20593

Dr. Robert D. Gibbons University of Illinois-Chicago P.O. Box 6998 Chicago, IL 69680

Dr. Janice Gifford University of Massachusetts School of Education Amherst, MA 01003

Dr. Robert Glaser
Learning Research
& Development Center
University of Pittsburgh
3939 O'Hara Street
Pittsburgh, PA 15260

Dr. Gene L. Gloye
Office of Naval Research
Detachment
1030 E. Green Street
Pasadena, CA 91106-2485

Dr. Bert Green
Johns Hopkins University
Department of Psychology
Charles & 34th Street
Baltimore, MD 21218

H. William Greenup Education Advisor (E031) Education Center, MCDEC Quantico, VA 22134 Dr. Ronald K. Hambleton Laboratory of Psychometric and Evaluative Research University of Massachusetts Amherst, MA 01003

Dr. Ray Hannapel Scientific and Engineering Personnel and Education National Science Foundation Washington, DC 20550

Dr. Delwyn Harnisch University of Illinois 51 Gerty Drive Champaign, IL 61820

Ms. Rebecca Hetter Navy Personnel R&D Center Code 62 San Diego, CA 92152

Dr. Paul Horst 677 G Street, #184 Chula Vista, CA 90010

Mr. Dick Hoshaw NAVOP-135 Arlington Annex Room 2834 Washington, DC 20350

Dr. Lloyd Humphreys University of Illinois Department of Psychology 603 East Daniel Street Champaign, IL 61820

Dr. Earl Hunt Department of Psychology University of Washington Seattle, WA 98105

Dr. Huynh Huynh College of Education Univ. of South Carolina Columbia, SC 29208

Dr. Douglas H. Jones
Advanced Statistical
Technologies Corporation
10 Trafalgar Court
Lawrenceville, NJ 08148

Dr. G. Gage Kingsbury
Portland Public Schools
Research and Evaluation Department
501 North Dixon Street
P. O. Box 3107
Portland, OR 97209-3107

Dr. William Koch University of Texas-Austin Measurement and Evaluation Center Austin, TX 78703

Dr. Leonard Kroeker Navy Personnel R&D Center San Diego, CA 92152

Dr. Patrick Kyllonen AFHRL/MOE Brooks AFB, TX 78235

Dr. Anita Lancaster Accession Policy OASD/MI&L/MP&FM/AP Pentagon Washington, DC 20301

Dr. Daryll Lang Navy Personnel R&D Center San Diego, CA 92152

Dr. Michael Levine Educational Psychology 210 Education Bldg. University of Illinois Champaign, IL 61801

Dr. Charles Lewis
Faculteit Sociale Wetenschappen
Rijksuniversiteit Groningen
Oude Boteringestraat 23
9712GC Groningen
The NETHERLANDS

Science and Technology Division Library of Congress Washington, DC 20540

Dr. Robert Linn College of Education University of Illinois Urbana, IL 61801 Dr. Robert Lockman Center for Naval Analysis 200 North Beauregard St. Alexandria, VA 22311

Dr. Frederic M. Lord Educational Testing Service Princeton, NJ 08541

Dr. William L. Maloy Chief of Naval Education and Training Naval Air Station Pensacola, FL 32508

Dr. Gary Marco Stop 31-E Educational Testing Service Princeton, NJ 08451

Dr. Kneale Marshall Operations Research Department Naval Post Graduate School Monterey, CA 93940

Dr. Clessen Martin Army Research Institute 5001 Eisenhower Blvd. Alexandria, VA 22333

Dr. James McBride
Psychological Corporation
c/o Harcourt, Brace,
 Javanovich Inc.
1250 West 6th Street
San Diego, CA 92101

Dr. Clarence McCormick HQ, MEPCOM MEPCT-P 2500 Green Bay Road North Chicago, IL 60064

Mr. Robert McKinley University of Toledo Department of Educational Psychology Toledo, OH 43606

Dr. Barbara Means
Human Resources
Research Organization
1100 South Washington
Alexandria, VA 22314

Dr. Robert Mislevy Educational Testing Service Princeton, NJ 08541

- Landen in the first in the color of the second section of the color of the color

Ms. Kathleen Moreno Navy Personnel R&D Center Code 62 San Diego, CA 92152

Headquarters, Marine Corps Code MPI-20 Washington, DC 20380

Director,
Decision Support
Systems Division, NMPC
N-164
Washington, DC 20370

Director,
Distribution Department, NMPC

Washington, DC 20370

Director,
Overseas Duty Support
Program, NMPC
N-62
Washington, DC 20370

Head, HRM Operations Branch, NMPC N-62F Washington, DC 20370

Director,
Recreational Services
Division, NMPC
N-65
Washington, DC 20370

Assistant for Evaluation,
Analysis, and MIS, NMPC
N-6C
Washington, DC 20370

Spec. Asst. for Research, Experimental & Academic Programs, NTTC (Code 016) NAS Memphis (75) Millington, TN 38054 Director,
Research & Analysis Div.,
NAVCRUITCOM Code 22
4015 Wilson Blvd.
Arlington, VA 22203

Dr. David Navon Institute for Cognitive Science University of California La Jolla, CA 92093

Assistant for Long Range
Requirements,
CNO Executive Panel
NAVOP OOK
2(777j77747Yx77Y7<77h777Y777

Naval Mi

Assistant for Planning MANTRAPERS ¬¬AVOP 01B6 Washington, DC 20370

Assistant for MPT Research, R

Development and Studies NAVOP 01B7 Washington, DC 20370

Head, Military Compensation Policy Branch NAVOP 134 Washington, DC 20370

Head,
Workforce Information Section,
NAVOP 140F
Washington, DC 20370

Head,
Family Support Program Branch,
NAVOP 156
1300 Wilson Blvd., Room 828
Arlington, VA 22209

Head, Economic Analysis Branch, NAVOP 162 Washington, DC 20370

Head -- Manpower, Personnel, Training, & Reserve Team, NAVOP 914D 5A578, The Pentagon Washington, DC 20350

Assistant for Personnel Logistics Planning, NAVOP 987H 5D772, The Pentagon Washington, DC 20350

Leadership Management Education and Training Project Officer, Naval Medical Command Code 05C Washington, DC 20372

Technical Director, Navy Health Research Ctr. P.O. Box 85122 San Diego, CA 92138

Dr. W. Alan Nicewander University of Oklahoma Department of Psychology Oklahoma City, OK 73069

Dr. William E. Nordbrock FMC-ADCO Box 25 APO, NY 09710

Dr. Melvin R. Novick 356 Lindquist Center for Measurement University of Iowa Iowa City, IA 52242

Director, Training Laboratory, NPRDC (Code 05) San Diego, CA 92152

Director, Manpower and Personnel Laboratory, NPRDC (Code 06) San Diego, CA 92152

Director, Human Factors
& Organizational Systems Lab,
NPRDC (Code 07)
San Diego, CA 92152

Fleet Support Office, NPRDC (Code 301) San Diego, CA 92152

Library, NPRDC Code P201L San Diego, CA 92152 Commanding Officer, Naval Research Laboratory Code 2627 Washington, DC 20390

Dr. James Olson WICAT, Inc. 1875 South State Street Orem, UT 84057

Director, Technology Programs, Office of Naval Research Code 200 800 North Quincy Street Arlington, VA 22217-5000

Director, Research Programs, Office of Naval Research 800 North Quincy Street Arlington, VA 22217-5000

Mathematics Group,
Office of Naval Research
Code 411MA
800 North Quincy Street
Arlington, VA 22217-5000

Office of Naval Research, Code 442 800 N. Quincy St. Arlington, VA 22217-5000

Office of Naval Research, Code 442EP 800 N. Quincy Street Arlington, VA 22217-5000

Group Psychology Program, ONR Code 442GP 800 N. Quincy St. Arlington, VA 22217-5000

Office of Naval Research, Code 442PT 800 N. Quincy Street Arlington, VA 22217-5000 (6 Copies)

Psychologist
Office of Naval Research
Branch Office, London
Box 39
FPO New York, NY 09510

Special Assistant for Marine Corps Matters, ONR Code 100M 800 N. Quincy St. Arlington, VA 22217-5000

Psychologist Office of Naval Research Liaison Office, Far East APO San Francisco, CA 96503

Dr. Judith Orasanu Army Research Institute 5001 Eisenhower Avenue Alexandria, VA 22333

Dr. Jesse Orlansky Institute for Defense Analyses 1801 N. Beauregard St. Alexandria, VA 22311

Wayne M. Patience American Council on Education GED Testing Service, Suite 20 One Dupont Circle, NW Washington, DC 20036

Dr. James Paulson
Department of Psychology
Portland State University
P.O. Box 751
Portland, OR 97207

Dr. James W. Pellegrino University of California, Santa Barbara Department of Psychology Santa Barbara, CA 93106

Military Assistant for Training and Personnel Technology, OUSD (R & E) Room 3D129, The Pentagon Washington, DC 20301

Administrative Sciences Department, Naval Postgraduate School Monterey, CA 93940

Department of Operations Research, Naval Postgraduate School Monterey, CA 93940 Department of Computer Science, Naval Postgraduate School Monterey, CA 93940

Dr. Mark D. Reckase ACT P. O. Box 168 Iowa City, IA 52243

Dr. Malcolm Ree AFHRL/MP Brooks AFB, TX 78235

Dr. Bernard Rimland Navy Personnel R&D Center San Diego, CA 92152

Dr. J. Ryan
Department of Education
University of South Carolina
Columbia, SC 29208

Dr. Fumiko Samejima
Department of Psychology
University of Tennessee
Knoxville, TN 37916

Mr. Drew Sands NPRDC Code 62 San Diego, CA 92152

Dr. Robert Sasmor Army Research Institute 5001 Eisenhower Avenue Alexandria, VA 22333

Lowell Schoer
Psychological & Quantitative
Foundations
College of Education
University of Iowa
Iowa City, IA 52242

Dr. Mary Schratz Navy Personnel R&D Center San Diego, CA 92152

Dr. W. Steve Sellman OASD(MRA&L) 2B269 The Pentagon Washington, DC 20301

Dr. Joyce Shields Army Research Institute 5001 Eisenhower Avenue Alexandria, VA 22333

Dr. Kazuo Shigemasu 7-9-24 Kugenuma-Kaigan Fujusawa 251 JAPAN

Dr. William Sims Center for Naval Analysis 200 North Beauregard Street Alexandria, VA 22311

Dr. H. Wallace Sinaiko
Manpower Research
and Advisory Services
Smithsonian Institution
801 North Pitt Street
Alexandria, VA 22314

Dr. A. L. Slafkosky Scientific Advisor Code RD-1 HQ U. S. Marine Corps Washington, DC 20380

Dr. Alfred F. Smode Senior Scientist Code 7B Naval Training Equipment Center Orlando, FL 32813

Dr. Richard Sorensen Navy Personnel R&D Center San Diego, CA 92152

Dr. Peter Stoloff Center for Naval Analysis 200 North Beauregard Street Alexandria, VA 22311

Maj. Bill Strickland AF/MPXOA 4E168 Pentagon Washington, DC 20330 Dr. Hariharan Swaminathan
Laboratory of Psychometric and
Evaluation Research
School of Education
University of Massachusetts
Amherst, MA 01003

Mr. Brad Sympson Navy Personnel R&D Center San Diego, CA 92152

Dr. John Tangney AFOSR/NL Bolling AFB, DC 20332

Dr. Kikumi Tatsuoka CERL 252 Engineering Research Laboratory Urbana, IL 61801

Dr. Maurice Tatsuoka 220 Education Bldg 1310 S. Sixth St. Champaign, IL 61820

Dr. David Thissen
Department of Psychology
University of Kansas
Lawrence, KS 66044

Dr. Ledyard Tucker University of Illinois Department of Psychology 603 E. Daniel Street Champaign, IL 61820

Dr. James Tweeddale Technical Director Navy Personnel R&D Center San Diego, CA 92152

Dr. Vern W. Urry Personnel R&D Center Office of Personnel Management 1900 E. Street, NW Washington, DC 20415

Headquarters, U. S. Marine Corps Code MPI-20 Washington, DC 20380

Dr. Frank Vicino Navy Personnel R&D Center San Diego, CA 92152

Dr. Howard Wainer Division of Psychological Studies Educational Testing Service Princeton, NJ 08541

Dr. Ming-Mei Wang Lindquist Center for Measurement University of Iowa Iowa City, IA 52242

Mr. Thomas A. Warm Coast Guard Institute P. O. Substation 18 Oklahoma City, OK 73169

Dr. Brian Waters
Program Manager
Manpower Analysis Program
HumRRO
1100 S. Washington St.
Alexandria, VA 22314

Dr. David J. Weiss N660 Elliott Hall University of Minnesota 75 E. River Road Minneapolis, MN 55455

Dr. Ronald A. Weitzman NPS, Code 54Wz Monterey, CA 92152

Major John Welsh AFHRL/MOAN Brooks AFB, TX 78223

Dr. Rand R. Wilcox University of Southern California Department of Psychology Los Angeles, CA 90007

German Military Representative ATTN: Wolfgang Wildegrube Streitkraefteamt D-5300 Bonn 2 4000 Brandywine Street, NW Washington, DC 20016 Dr. Bruce Williams
Department of Educational
Psychology
University of Illinois
Urbana, IL 61801

Dr. Hilda Wing Army Research Institute 5001 Eisenhower Ave. Alexandria, VA 22333

Dr. Martin F. Wiskoff Navy Personnel R & D Center San Diego, CA 92152

Mr. John H. Wolfe Navy Personnel R&D Center San Diego, CA 92152

Dr. Wendy Yen CTB/McGraw Hill Del Monte Research Park Monterey, CA 93940

# END

# FILMED

11-85

DTIC